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Wage Rates for Labourers in Manufacturing (p. 721)

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CURRENT

JULY 15, 1958

manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

EMPLOYMENT INCREASED more moderately during June following the strong gains of the two previous months. Total estimated employment at June 21 was 5,794,000, some 129,000 higher than the previous month but 40,000 lower than June last year. The employment decline from a year ago was confined to males; female employment showed a gain of 2.4 per cent.

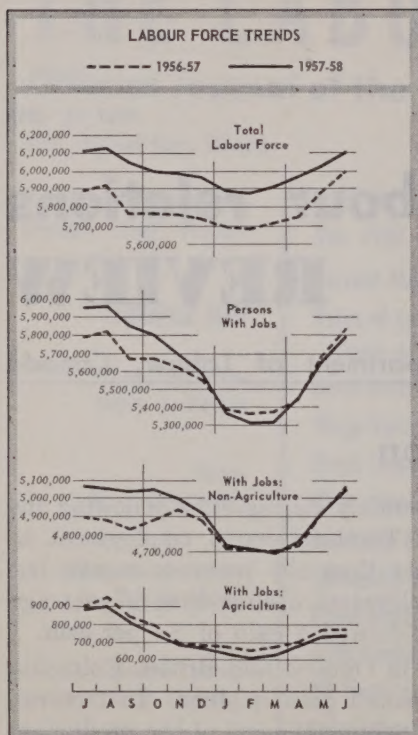
Weakness in non-agricultural industry in Ontario and British Columbia was largely responsible for the relatively small gain in June. In Ontario, automobile plants in Windsor and Oakville, nearing the end of the production year, laid off substantial numbers of workers for short periods. These production cutbacks and others in supplying industries partly offset a strong recovery in construction. On the west coast the seasonal upswing was retarded by a combination of industrial disputes, unfavourable weather conditions, and continued weakness in some manufacturing industries.

Manpower requirements during June reduced the level of unemployment, although it was still much higher than it has ever been at this time of year. The number of persons without jobs and seeking work, some 320,000, was 5.2 per cent of the labour force, compared with 2.7 per cent a year earlier.

Strong advances in forestry and construction accounted for 60 per cent of the employment gain in June. Construction employment reached almost 500,000, about 30,000 higher than a year earlier. The recovery in this industry has largely been stimulated by a record-breaking housebuilding program. The year-to-year increase in new housing units started was smaller in June than in the preceding months; the six-month total, however, is 66 per cent higher than the comparable 1957 figure. Activity in non-residential construction, on the other hand, was still lagging behind last year's level.

Forestry employment recovered from an unusually low level in April and May, mainly as a result of hiring for pulpwood cutting in Quebec and the Atlantic provinces. Some 28,000 workers were added to payrolls in June, bringing the industry estimate to 96,000, about 10 per cent lower than a year earlier. Because of continued slackness in pulp and paper production,

A Monthly Labour Gazette Feature



reduced rates of pulp cutting are expected to prevail at least through the summer months.

Manufacturing employment continued to advance at a relatively slow pace with considerable divergence among component industry groups. One of the dominant features was the continued slackness in automobile production, which was down 7 per cent from a year earlier in June and 19 per cent in the first six months.

The upsurge in residential construction has been reflected in production and employment increases in the manufacture of construction materials, plumbing fixtures and heating equipment, but not as yet to any great extent in appliance sales. Producers of heavy electrical apparatus and machinery reported no improvement during the second quarter, with order backlogs still decreasing at mid-year. Steel production, though lower than a year earlier, held up relatively well during the month.

Labour Force Developments

The sharp reduction in immigration this year has had its expected effect on the growth of the labour force. Except for a temporary upsurge in March and April, the labour force, seasonally adjusted, has shown little change since last fall. The actual figure for June (6,114,000) was only 2 per cent higher than a year earlier, compared with increases close to 4 per cent for most of last year.

Although the increase in the labour force will almost certainly continue to be smaller than it was last year, several factors are exerting a long-term upward pressure on the growth rate. One of the more important of these is the changing age distribution of the population, which is bringing an increasing number of young persons into the labour market. A recent population projection has shown that the size of the 14-19 age group, after remaining virtually unchanged in the previous 20 years, may increase by as much as 52 per cent between 1955 and 1965. The year-to-year increase of this age group reached 5 per cent in 1957, dropping slightly in the first half of 1958.

Since large numbers of experienced workers are still unemployed, opportunities for the young and inexperienced have been relatively scarce this year. The lack of demand has been only partially reflected in the unemployment rate. The participation rate (i.e., the number working and looking for work as a proportion of the population of working age) has also dropped sharply, so much so that the labour force in this age group was smaller in June 1958 than a year earlier. This is only partly the continuation of a long-term trend (the participation rate of the 14-19 age group has been declining steadily

for many years). The size of the drop suggests that there is hidden unemployment in this age group, and that more would be working or seeking work if job opportunities were more plentiful.

LABOUR FORCE CHARACTERISTICS

Selected Age Groups

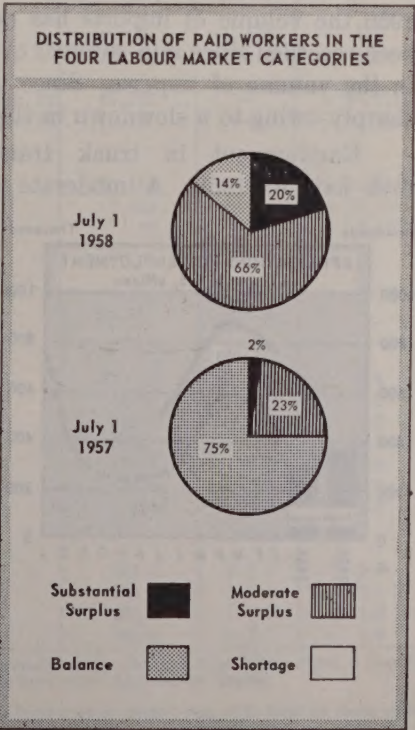
(Thousands of persons aged 14 and over)

		June 1957	June 1958	Percentage Change
Civilian non-institutional population.....	All ages	11,012	11,253	+ 2.2
	14-19	1,446	1,511	+ 4.5
Labour Force.....	All ages	5,996	6,114	+ 2.0
	14-19	608	600	- 1.3
Participation Rate.....	All ages	54.4	54.3	—
	14-19	42.0	39.7	—
Without Jobs and Seeking Work.....	All ages	162	320	+97.5
	14-19	44	70	+59.1
Without Jobs and Seeking Work as a Percentage of Labour Force.....	All ages	2.7	5.2	—
	14-19	7.2	11.7	—

Industrial Employment Trends

Almost all of the industries in which employment declined in the last half of 1957 have shown some improvement since the turn of the year. The increase in manufacturing has been small and in mid-June employment was about 4 per cent lower than a year before. Forestry employment has increased more than seasonally in recent months after declining sharply last winter. Construction employment has shown a similar sharp increase; in the two months April to June it rose by 132,000, compared with a rise of 86,000 in the same period last year. This gain more than made up for earlier losses, so that in June construction employment was 7 per cent higher than a year ago.

Employment was maintained during the first half of 1958 at a higher level than last year in all of the distribution and service industries except transportation. Community and public services showed further employment expansion, marking a continuation of the long-term growth pattern that has featured the industry throughout the postwar period. Employment in trade was 2 per cent higher than last year, and utilities, finance and insurance showed modest year-to-year advances. In transportation, employment was about 2 per cent lower during the first half of 1958 than it was last year.



The current slowdown in activity in the transportation industry can be attributed largely to a decline in freight shipments, particularly of rail cargo. As early as February 1957 railway carloadings showed a decline. Since then, the total number of cars loaded with revenue freight has decreased, on a seasonally adjusted basis, by 9 per cent. Reflecting this decline, employment in steam railways, seasonally adjusted, fell by 11 per cent during the same period. Total transportation employment held up fairly well until early in 1958 as a result of conflicting trends in the industry last year.

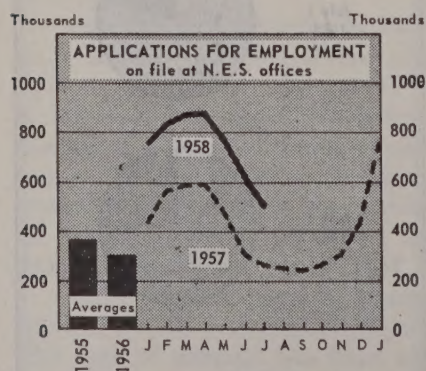
In truck transportation employment expanded steadily throughout 1957, offsetting losses in steam railways. Water transportation showed an irregular trend throughout the year so that the average level of employment was only slightly lower than in the previous year. In the first half of 1958 employment contractions occurred in all three major sectors of transportation. From January to May an over-all decline of 2.2 per cent, seasonally adjusted, was recorded.

The more rapid decline in rail transportation can be attributed in part to a sharp drop in foreign trade during the period under review. In the last quarter of 1956 and the first quarter of 1957 exports declined markedly as a result of reduced foreign demand for lumber products. Exports of grain increased during the summer of 1957, making up for much of the loss in forestry trade, but since the end of the year exports of a number of bulk products have shown declines, particularly grain and grain products, newsprint, woodpulp and lumber.

A decline in imports has had an even more pronounced effect on activity in the rail transportation industry. After reaching a record high level late in 1956 the volume of imports has declined steadily; a drop of 6 per cent has been recorded since mid-summer of 1957. In 1956 capital goods figured largely in the volume of imports. Since then, imports of capital goods have fallen sharply owing to a slowdown in the rate of plant expansion in Canada.

Employment in truck transportation held up fairly well in the first half of 1958. A moderate employment decline was recorded during

the first quarter but by May there were definite signs of a recovery. While this industry is still small in relation to total transportation employment, it has grown rapidly since the end of the war. In the decade 1947-57 employment in the trucking industry more than doubled. By 1957 it accounted for 8.5 per cent of total employment in the transportation industry, compared with 4.8 per cent 10 years earlier.



Current Labour Statistics

(Latest available statistics as of July 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	June 21	6,114,000	+ 1.4	+ 2.0
Total persons with jobs.....	June 21	5,794,000	+ 2.3	- 0.7
At work 35 hours or more.....	June 21	5,125,000	+44.3	- 2.3
At work less than 35 hours.....	June 21	501,000(d)	-74.6	+ 21.3
With jobs but not at work.....	June 21	168,000	+19.1	- 5.1
With jobs but on short time.....	June 21	49,000	+ 8.9	+ 32.4
With jobs but laid off full week.....	June 21	15,000	-21.1	+ 36.4
Persons without jobs and seeking work.....	June 21	320,000	-12.6	+ 97.5
Persons with jobs in agriculture.....	June 21	740,000	+ 0.1	- 4.4
Persons with jobs in non-agriculture.....	June 21	5,054,000	+ 2.6	- 0.1
Total paid workers.....	June 21	4,625,000	+ 2.4	+ 0.5
Registered for work, NES (b)				
Atlantic.....	June 19	67,900	-26.4	+103.3
Quebec.....	June 19	168,200	-19.7	+101.0
Ontario.....	June 19	165,500	-10.6	+ 78.0
Prairie.....	June 19	59,300	-26.3	+ 98.3
Pacific.....	June 19	65,700	-12.2	+113.3
Total, all regions.....	June 19	526,600	-18.0	+ 94.5
Claimants for Unemployment Insurance bene- fit.....	June 1	551,103	-23.7	+120.2
Amount of benefit payments.....	May	\$51,652,555	-22.5	+ 96.6
Industrial employment (1949 = 100).....	May 1	114.5	+ 1.4	- 4.1
Manufacturing employment (1949 = 100).....	May 1	108.7	+ 0.4	- 6.1
Immigration.....	1st. Qtr. 58	21,243	—	- 66.0(c)
Destined to the labour force.....	1st. Qtr. 58	10,457	—	- 70.7(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	June	106,435	—	+ 12.6(c)
No. of workers involved.....	June	7,845	—	- 20.1(c)
No. of strikes.....	June	40	—	- 9.8(c)
<i>Conciliation Services</i>				
Number of cases in progress.....	May	891	+11.7	—
Number of workers involved.....	May	326,227	+21.8	—
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	May 1	\$70.33	+ 0.2	+ 4.4
Average hourly earnings (mfg.).....	May 1	\$1.66	+ 0.4	+ 4.0
Average hours worked per week (mfg.).....	May 1	40.4	0.0	- 0.5
Average weekly earnings (mfg.).....	May 1	\$67.23	+ 0.4	+ 3.5
Consumer price index (av. 1949 = 100).....	June 1	125.1	0.0	+ 2.9
Real weekly earnings (mfg. av. 1949 = 100)....	May 1	128.9	+ 0.5	+ 0.2
Total labour income.....\$000,000	May	1,312	+ 4.0	+ 3.3
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	May	281.5	+ 1.7	- 2.9
Manufacturing.....	May	279.8	+ 2.8	- 2.9
Durables.....	May	331.7	+ 4.0	- 3.9
Non-Durables.....	May	246.6	+ 1.7	- 2.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover April *Labour Gazette*.

(b) See inside back cover April *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(d) This unusually large number is due to the Queen's birthday being in the survey week.

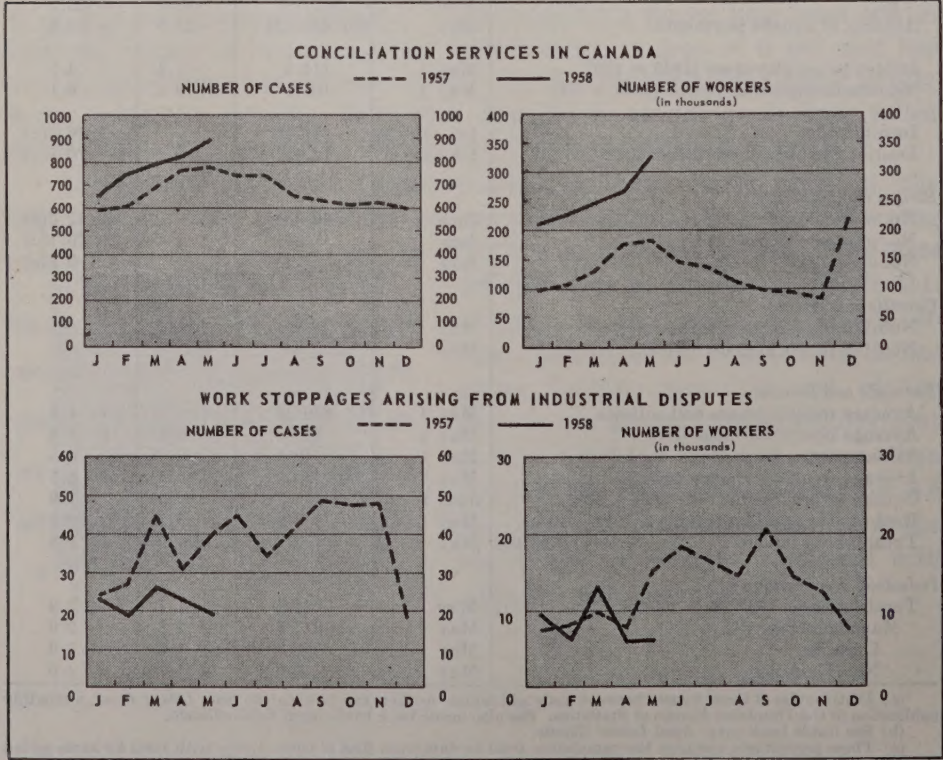
Labour-Management Relations

The Bargaining Scene

NEGOTIATIONS affecting at least one third of the workers covered by collective agreements in Canada were in progress during the past month. Of the larger agreements, surveyed from month to month in this article, 91 covering 430,000 workers were open. These involved some major bargaining relationships in the steel, automobile, railway, pulp and paper, B.C. logging, meatpacking and other industries. Thirteen settlements were reached in the group of agreements covering 1,000 or more workers. Added to 32 other settlements in this group reached since the beginning of the year, the pattern of wage changes in the first six months of 1958 has been as follows:

Wages Changes—Agreements Signed in 1958

Cents per Hour	Duration of Contract			
	1 to 2 years	2 years	3 years	Total
0- 4.9	1	—	—	1
5- 9.9	8	9	—	17
10-14.9	4	5	—	9
15-19.9	4	4	1	9
20-24.9	1	2	—	3
25	2	3	1	6
Total	20	23	2	45



THE BARGAINING SCENE JULY 15, 1958

Bargaining Units of 1,000 or More Employees

June 1, 1958 to August 31, 1958

	Agreements	Workers
In Negotiations and Terminating in Period	91	429,600
Bargaining carried over from May	56	283,650
Terminating in period June 1-Aug. 31	35	145,950
Settlements Achieved June 15-July 15	13	24,500
Negotiations Continuing at July 15	71	379,550
Bargaining in progress	30	113,850
Conciliation in progress	36	226,850
Post Conciliation	1	34,000
Work Stoppage	1	1,250
Arbitration	3	3,600
Negotiations not yet begun	7	25,550

In the railway negotiations no major developments occurred in the past month. Board hearings have been completed in the non-operating employees dispute. The CNR-Firemen conciliation board has been adjourned until August 11. Other negotiations are shown below.

Non-operating trades—CNR	}	127,000 workers—in conciliation
CPR		
Firemen	—CNR:	4,300 workers—in conciliation
	—CPR:	3,100 workers—in conciliation
Engineers	—CNR:	3,500 workers—in negotiation
	—CPR:	2,600 workers—negotiating
Trainmen	—CNR:	12,000 workers—negotiating
	—CPR:	9,000 workers—in conciliation

Bargaining Status of Major Agreements Reviewed, July 15, 1958

NOTE: N=negotiating. C=conciliation. P/C=post conciliation. A=arbitration. W/S=work stoppage. Brackets indicate information not confirmed. *=Contract expires August 1958.

Company and Location	Union	Status	
		June 15-July 15	
Abitibi Power & Paper, Iroquois Falls	4 paper mill unions	C	C
*Algoma Steel, Sault Ste Marie	Steelworkers	N	N
Aluminum Co. of Canada, Kingston	Steelworkers	C	C
Anglo Canadian Pulp & Paper, Quebec	2 paper mill unions	N	N
Anglo-Nfld. Development, Grand Falls	4 paper mill unions	N	N
Anglo-Nfld. Development, Grand Falls	Woodworkers	N	N
Assn. Patronale Du Commerce, Quebec	Syndicates (CCCL)	C	C
Bowaters Pulp & Paper, Cornerbrook	4 paper mill unions	N	N
Brewers Warehousing, Ontario	Brewery Wkrs.	C	C
B.C. Electric Railway, B.C.	AASER & MCE	C	C

Company and Location	Union	Status	
		June	15-July 15
Burns & Co., Canada	Packinghouse Wkrs.	C	C
Canada Cement, Canada	Cement & Lime Wkrs.	N	N
C.B.C., Canada	NABET (Broadcasting)	N	N
Cdn. Johns-Manville, Asbestos	Syndicate (CCCL)	N	N
Canada Packers, Canada	Packinghouse Wkrs.	C	C
*Cdn. Vickers, Montreal	Various Craft Unions	—	N
Cdn. Westinghouse, Hamilton	United Electrical Wkrs.	N	N
*Chrysler Corp., Windsor	Automobile Wkrs.	—	N
Coal Operators, Alberta	Mineworkers (2 agree- ments)	N	C
Consolidated Paper, Quebec	2 paper mill unions	N	N
Courtaulds, Cornwall	Textile Wkrs.	N	N
*Davie Shipbuilding, Lauzon	Syndicate (CCCL)	—	N
Dominion Rubber, Kitchener	Rubber Wkrs.	C	C
Dominion Textiles, Quebec	Syndicate (CCCL)	N	C
Dominion Textiles, Montreal	Syndicate (CCCL)	N	N
Dupuis Frères, Montreal	Syndicate (CCCL)	N	(C)
E. B. Eddy, Hull & Ottawa	3 paper mill unions	N	C
Fisheries Assn. of BC, B.C.	Fishermen's Union	C	C
*Ford Motor Co., Ontario	Automobile Wkrs.	—	N
Forest Industrial Relations, B.C. coast	Woodworkers	C	PC
*General Motors, Ontario	Automobile Wkrs.	—	N
General Steel Wares, Ont. & Que.	Steelworkers	C	C
Halifax Construction Assn., Halifax	Carpenters & Joiners	N	(N)
Halifax Construction Assn., Halifax	Hodcarriers	C	(C)
*Halifax Shipyards, Halifax	Marine Wkrs.	—	N
Hollinger Consolidated, Timmins	Steelworkers	C	C
Howard Smith Paper Mills, Cornwall	2 paper mill unions	N	N
International Nickel Co., Port Colborne	Mine, Mill Wkrs.	C	C
International Nickel Co., Sudbury	Mine, Mill Wkrs.	C	C
Lake Carriers Assn., Great Lakes	Seafarers	C	(C)
*Marine Industries, Sorel	Syndicate (CCCL)	—	N
Master Plumbers Assn., Edmonton	Plumbers	N	(C)
McIntyre Porcupine Mines, Schumacher	Porcupine Mine Wkrs.	C	C
Montreal Cottons, Valleyfield	UTW (Textile Wkrs.)	N	N
Motor Transport Ind. Rel. Bureau, Hamilton	Teamsters	C	(C)
Motor Transport Ind. Rel. Bureau, Toronto	Teamsters	C	(C)
Newfoundland Employers' Assn, St. John's	LPU (Longshoremen)	C	A
*N. Interior Lumbermans' Assn, Northern B.C.	Woodworkers	—	N
*Okanagan Fed. Shippers, Okanagan	Fruit Wkrs.	—	N
Polymer Corp., Sarnia	Oil, Chemical Wkrs.	C	C
Price Bros., Quebec	Syndicate (CCCL)	N	N
*Royal York Hotel, Toronto	Hotel Employees	—	N
Saskatchewan Wheat Pool, Ont., Man., Sask.	SWP Employees	N	N
Shawinigan Chemicals, Shawinigan Falls	Syndicate (CCCL)	C	A
*S. Interior Lumbermans' Assn, Southern B.C.	Woodworkers	—	N
Steel Co. of Canada, Hamilton	Steelworkers	C	C
Sudbury Builders' Exchange, Sudbury	Hodcarriers	A	A
Swift Canadian, Canada	Packinghouse Wkrs.	C	C
Toronto Builders Exchange, Toronto	Carpenters	N	N
Toronto Builders Exchange, Toronto	Hodcarriers	N	C
City of Toronto, Toronto	Public Service Em- ployees	C	C
Vancouver Dairies, Vancouver	Teamsters	C	C
Vancouver Builders, Vancouver	Plumbers	W/S	W/S

Manpower Situation in Local Areas

ATLANTIC

EMPLOYMENT in the Atlantic region increased seasonally during June. In the week ended June 21, the number of persons with jobs was estimated at 519,000, about 21,000 more than in the previous month but 24,000 fewer than a year earlier. Non-farm activities were entirely responsible for the rise in employment during June. Farm employment declined as usual, since spring seeding was completed in most areas early in the month.

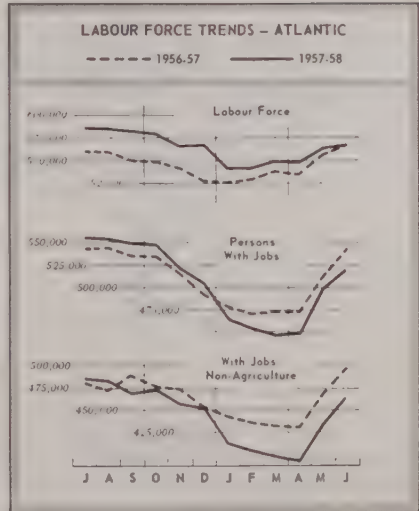
Seasonal rehiring continued during June in construction, transportation, fishing, lumbering and logging. The rise in construction employment was smaller than expected, however, for bad weather caused the postponement of work on a number of large projects. Prospects for construction were considerably brighter than a year ago as a result of a sharp increase in expenditures on roads and highways and a moderate recovery in housebuilding. The considerable improvement in the lumber industry during the month was attributed to increased housebuilding in Canada and the United States. Little change took place in total manufacturing employment; layoffs at the Halifax shipyards and at a steel fabricating plant at Amherst were offset by hirings in other plants.

Since the beginning of the year production and employment in manufacturing have been well below last year's. In May, total manufacturing employment was 7.8 per cent lower than a year before and 6.6 per cent lower than in May 1956. The iron and steel industry showed the most marked year-to-year employment decline (19 per cent). Decreases of 11 per cent and 4 per cent, respectively, were recorded in transportation employment and pulp and paper manufacturing.

Unemployment in the region declined during the month but was still higher than a year earlier. Six of the 21 areas in the region were reclassified during June from the substantial to the moderate surplus category. At July 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 9 (0); in moderate surplus, 12 (9); in balance, 0 (12).

Local Area Developments

St. John's (metropolitan). Remained in Group 1. Total employment continued at a slightly higher level than last year. Unemployment was also higher than a year ago, as activities in some seasonal industries were slow in picking up. While the volume of construction planned for the current year was at least as great as last year, few large projects had been started by the end of June.



CLASSIFICATION OF LABOUR MARKET AREAS—JULY 1, 1958

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's Vancouver-New Westminster Windsor	Edmonton Hamilton Montreal → QUEBEC-LEVIS Toronto Winnipeg	→ CALGARY Ottawa-Hull	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Joliette Lac St. Jean Moncton New Glasgow Peterborough Rouyn-Val d'Or Shawinigan Trois Rivières	Brantford Farnham-Granby → FT. WILLIAM PT. ARTHUR Guelph Halifax Niagara Peninsula Oshawa Saint John Sarnia → SHERBROOKE Sudbury Sydney Timmins-Kirkland Lake Victoria	Kingston Kitchener London	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Rivière du Loup Thetford-Megantic- St. Georges	Charlottetown → CHATHAM Prince Albert → YORKTON	→ Barrie → BRANDON → LETHBRIDGE Moose Jaw → NORTH BATTLEFORD → RED DEER → REGINA → SASKATOON	
MINOR AREAS (labour force 10,000-25,000)	Bathurst Campbellton CENTRAL VANCOUVER ISLAND ← Dawson Creek Gaspé Newcastle Prince George Quebec North Shore Rimouski St. Stephen Victoriaville Yarmouth	Beauharnois Belleville-Trenton Brampton → BRIDGEWATER Chilliwack → CRANBROOK → DAUPHIN → DRUMMONDVILLE → EDMUNDSTON → FREDERICTON Galt → GRAND FALLS → KAMLOOPS Kentville Lachute-Sté-Thérèse Lindsay → MONTMAGNY North Bay → OKANAGAN VALLEY → OWEN SOUND Pembroke Portage La Prairie → PRINCE RUPERT → STE. AGATHE- ST. JÉROME St. Hyacinthe St. Jean St. Thomas Sault Ste. Marie Simcoe → SOREL → SUMMERSIDE Trail-Nelson Truro → VALLEYFIELD Woodstock-Ingersoll → WOODSTOCK, N.B.	→ BRACEBRIDGE → DRUMHELLER Goderich → LISTOWEL → MEDICINE HAT → STRATFORD Swift Current Walkerton Weyburn	

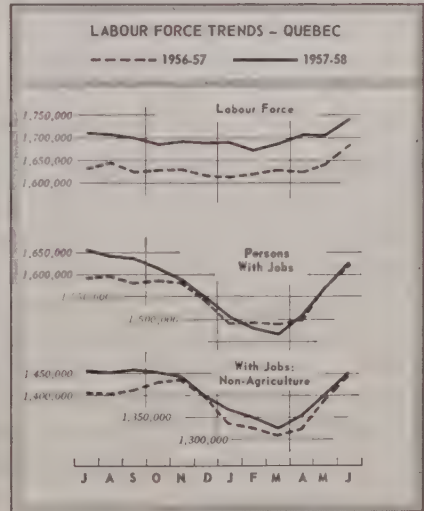
→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover April issue.

The fishing industry was quite active during the month and catches were reported to be better than last year. A cutback in steel production at the Dosco plant in Sydney resulted in reduced mining activity at the Bell Island Iron Ore Mine; there were no layoffs reported in June but the work week was reduced from five to four days.

New Glasgow (major industrial). Remained in Group 1. A year ago labour demand and supply were in approximate balance in this area; currently job opportunities are scarce in all occupations. Iron and steel plants contributed to much of the year-to-year employment decline. Two of the three mines in the area operated on a reduced work week throughout the month. There was little improvement in construction as no large projects were undertaken during June.

QUEBEC

EMPLOYMENT rose seasonally in the Quebec region during the month, as activity in both agriculture and non-agricultural industries continued to increase. At June 21, the number of persons with jobs in the region was estimated at some 1,624,000, about the same as last year, and an increase of 54,000 from last month. The usual influx of young people from school and university caused a considerable rise in the labour force; the increase was almost at last year's record rate. Consequently, the number of persons without jobs and seeking work fell less than seasonally and remained well above the level of a year ago.



Cold and wet weather retarded seeding operations and reduced vegetable crops, but agricultural employment rose during the month almost to the level of a year ago. The number of men at work in the woods rose by some 50,000 from mid-May to mid-June, compared with a rise of some 10,000 in the corresponding period last year. The number working this year, however, was still about 16 per cent lower than last year. Summer pulpwood cutting was well under way although the planned output is down sharply from a year ago. Construction activity rose during the month; in May, housing starts were more than 60 per cent higher than last year. Employment in the service industries increased during the month and remained above last year's level.

While most textile plants in the region continued working on a short-time basis, some improvement occurred in plants in Shawinigan Falls and Trois Rivières. Activity rose in the manufacture of leather products but slackened seasonally in the manufacture of clothing. Employment rose slowly during the month in plants manufacturing iron and steel products, transportation equipment and wood products. At pulp and paper mills, production was stable but still below capacity.

During the month seven of the 24 labour market areas were reclassified, all from the substantial to the moderate labour surplus category. At July 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 11 (0); in moderate surplus, 13 (14); in balance, 0 (10).

Local Area Developments

Montreal (metropolitan). Remained in Group 2. Employment remained moderately lower than a year earlier. Housebuilding activity was particularly strong during June (some 69 per cent more housing starts were made in May than a year before) and commercial building was showing signs of a good recovery. Clothing plants also were active, although the season was coming to an end; employment rose in plants manufacturing leather products. Slow improvement continued through the month in iron and steel products plants, though foundries were still laying workers off. There were some new hirings in aircraft plants but an indefinite layoff of some 800 men occurred at the Ville St. Pierre plant of Canadian Car Company. Employment continued rising in the food and beverages industry, in transportation and the services.

Quebec-Levis (metropolitan). Reclassified from Group 1 to Group 2. Employment in May was about 2 per cent lower than a year before. Registrations fell by some 20 per cent during June as activity picked up in construction, reflecting a recovery in housing and institutional building; there was a shortage of bricklayers in Levis. In machine shops, garages and in the shipyards, work was brisk during the month. Short time still prevailed at the Montmorency cotton mill; employment in the manufacture of clothing fell seasonally. Employment in the manufacture of wood products rose during the month. At mid-month, some 5,000 men were working on the logging drive in the St. Maurice region, the same number as last year. Hotels and restaurants were hiring seasonally.

Sherbrooke (major industrial). Reclassified from Group 1 to Group 2. Employment in May was down 10 per cent from a year earlier as a result of weakness in all three of the area's dominant industries: textiles, iron and steel products, and clothing. Some slight improvement was evident during June. Employment in the manufacture of boots and shoes rose somewhat earlier than usual. Production increased in the manufacture of wood and paper products, and both residential and non-residential construction were active. Short time and layoffs continued, however, at textile plants.

ONTARIO

EMPLOYMENT in Ontario continued to increase during the month. Persons with jobs at June 21 were estimated at 2,123,000, an increase of 30,000 from the previous month but a drop of 27,000 from a year earlier. Non-agricultural employment accounted for about two thirds of the total increase during the month and showed a small year-to-year gain. Unemployment declined slightly during the month but remained much higher than last year.

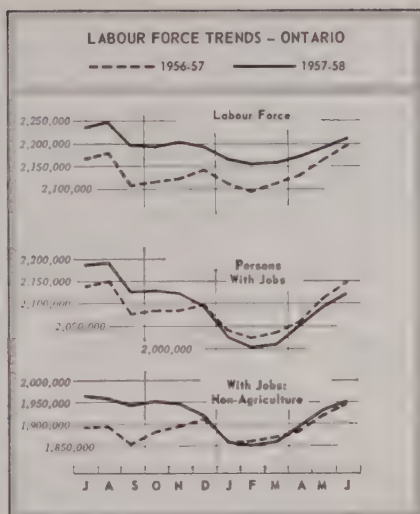
Construction accounted, directly and indirectly, for most of the increase in non-agricultural employment. The number of housing units started in the second quarter this year was 33 per cent higher than in the corresponding period a year ago. In the non-residential sector also there was a noticeable increase in labour requirements. Increased construction activity boosted employment in a number of industries, particularly in iron and steel, wood products, construction machinery, and heavy electrical equipment.

The stimulating effect of construction was largely offset by unfavourable developments in the automotive industry. Motor vehicle production in June dropped by about 12 per cent and was 7 per cent below the low level of a year earlier and 30 per cent lower than in June 1956. This resulted in a one-week shutdown of the Chrysler plant at Windsor and a temporary layoff of 2,500 automobile workers from Ford's Oakville plant. The automotive supply industries also reported a considerable curtailment in production during the month. These declines could not fail to affect output and employment in other industries that depend largely on the automotive industry, and appear to have been mainly responsible for the levelling off in iron and steel production during June, and the slight downturn towards the beginning of July. The farm implements industry, another big steel user, continued to reduce production for seasonal reasons. Employment in forestry showed a noticeable seasonal increase but remained about 30 per cent lower than last year.

Five of the 34 labour market areas in the region were reclassified during the month, two from the substantial to the moderate surplus category and three from moderate surplus to balance. At July 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 21 (4); in balance, 10 (29).

Local Area Developments

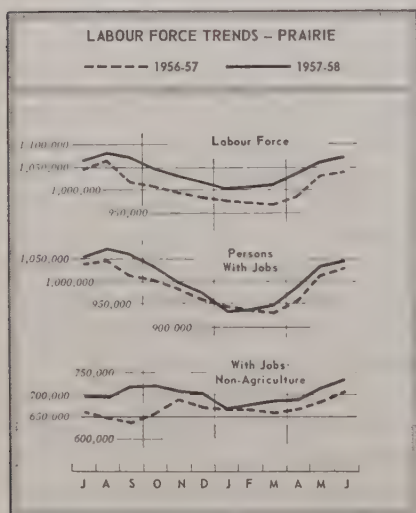
Metropolitan Areas In which classification remained unchanged. *Hamilton* (Group 2)—Employment continued to increase during the month but was about 5 per cent lower than a year earlier. The improvement in June was due mainly to construction. Reduced demand resulted in small layoffs in the metalworking industries. The farm implements industry reached its seasonal production peak and laid off about 450 workers. *Ottawa-Hull* (Group 3)—The employment situation continued to improve during the month and employment neared last year's level. All industries were busy, with the exception of a wire producing plant, which went on short time, and the pulp and paper industry, which showed a decline in activity. The demand for farm labour continued to exceed local supply and could be met only by farm labourers from the Maritimes. *Toronto* (Group 2)—Employment showed



a small increase during the month, due mainly to increased construction activity, but was somewhat lower than last year. The metalworking industry showed little change, employment increases in fabricated iron and steel being offset by declines in other industries. The wood products industry operated at a high level. There were some shortages of auto mechanics and experienced farm hands. *Windsor* (Group 1)—The area continued in substantial labour surplus despite increased construction activity, with total employment down almost 20 per cent from a year earlier. Decline in automobile production and considerable layoffs from automotive supply plants were mainly responsible for the labour surplus.

Chatham (major agricultural). Reclassified from Group 1 to Group 2.

PRAIRIE



EMPLOYMENT conditions continued to improve in the Prairie region during the month. Persons with jobs at June 21 were estimated at 1,045,000, an increase of some 12,000 from a month earlier and a gain of some 15,000 from a year ago. Unemployment declined less than usual for the month and remained well above the level of last year; it was lower, however, than in any other region in Canada.

Increased activity in non-agricultural industries was entirely responsible for the rise in employment, with construction work predominating. Housing provided much of the employment strength in construction but there were also marked increases in industrial and commercial building. Total manufacturing employment increased during the month, notably in plants producing building materials. Weaknesses continued, however, in the iron and steel and transportation equipment industries. Increased passenger and freight traffic resulted in the recall of substantial numbers of workers in the railway running trades, and the greater volume of grain shipments also contributed to the rise in transportation employment.

Farm labour requirements declined during the month following the completion of seeding operations. Crop prospects brightened towards the end of June as a result of heavy rains, though drought conditions persisted in southern Manitoba and southeastern and central Saskatchewan.

Industrial employment showed improvement during the first five months of the year: in May it was less than 1 per cent lower than a year earlier compared with a 2 per cent year-to-year difference in March. Much of the improvement was due to strength in the construction industry. In January 1958 employment in the construction industry was more than 8 per cent lower than a year before; by May it was more than 4 per cent higher. Manufacturing employment, however, was more than 3 per cent lower during the

five-month period this year than last. Transportation employment has also been lower than last year, although the year-to-year difference has been narrowing since March. Labour requirements have continued strong in the service, finance and trade industries.

Twelve of the 20 labour market areas were reclassified during the month, three from the substantial to the moderate surplus category and nine from the moderate surplus to the balanced category. At July 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 7 (0); in balance, 12 (20).

Local Area Developments

Calgary (metropolitan). Reclassified from Group 2 to Group 3. Industrial employment rose during the month, largely owing to seasonal gains in construction. Total employment in May was about 1 per cent lower than a year before.

Winnipeg and Edmonton (metropolitan). Remained in Group 2. Total industrial employment in these two areas was about the same as last year. In June, construction and manufacturing showed seasonal gains. The rise in construction employment, however, was slow in Winnipeg; in Edmonton lower production of oil affected over-all employment.

Fort-William-Port Arthur (major industrial). Reclassified from Group 1 to Group 2. In May total employment was slightly lower than a year ago largely because of substantially lower employment in forestry. Employment rose seasonally in June as a result of increased construction and transportation activity. At the Lakehead, forestry employment rose seasonally, but at mid-month was still more than 20 per cent lower than last year.

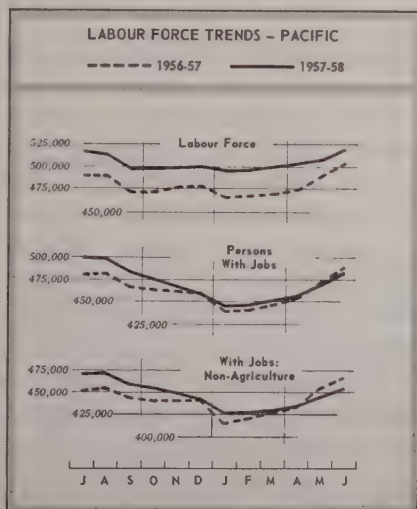
Brandon, Lethbridge, North Battleford, Regina, Red Deer and Saskatoon (major agricultural). Reclassified from Group 2 to Group 3.

Yorkton (major agricultural). Reclassified from Group 1 to Group 2.

PACIFIC

INDUSTRIAL disputes, unfavourable logging weather, and continued weakness in the demand for some products slowed down the seasonal employment recovery during June. At June 21, persons with jobs were estimated at 483,000, an increase of 12,000 over the previous month but a decrease of 6,000 from a year earlier. This includes a somewhat greater year-to-year loss (13,000) in non-agricultural industries, partly offset by a gain in agriculture.

As a result of the marked rise in housebuilding in Canada and the United States and further improvement in overseas markets, lumber production in the first five months of 1958 has shown a rise of 11 per cent over 1957. For several



reasons, however, logging operations have not shown a similar improvement. Inventories of saw-logs have been fairly high and the requirements of pulp and paper firms have been lower than last year. In addition, the possibility of a strike in the industry has made logging operators reluctant to increase production above the minimum necessary to meet current needs. Enforced closure of operations owing to fire hazards was an additional retarding factor in the last half of the month.

Construction employment in the region is currently down more than one-third from last year. This is in part a reflection of labour-management disputes, the most important involving 1,000 plumbers, pipefitters and steam fitters, and affecting mainly the larger construction projects in the Vancouver area. Activity in housebuilding has been sharply higher than last year, the number of units started in the first half of this year being two-thirds higher than in the same period in 1957.

The picture in the mining and smelting industries showed some improvement. At the beginning of May, the year-to-year employment declines amounted to 19 per cent and 8 per cent, respectively. There were, however, no further layoffs of any size during June and plants in Trail and Kitimat recalled some of the workers previously released.

Production and employment in most manufacturing industries were lower than last year, reflecting, to some extent, reduced requirements of construction and logging. Activity in shipbuilding has declined fairly steadily. One pulp and paper firm shut down during June pending an improvement in the market and others were operating below capacity. On the other hand, employment in lumber and plywood manufacturing, though still lower than last year, has improved steadily.

Moderate or substantial labour surpluses prevailed in all areas of the region. The classification of the 10 labour market areas at July 1 was as follows (last year's figures in brackets): in substantial surplus, 3 (0); in moderate surplus, 7 (2); in balance, 0 (8).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 1. Employment in May was about 7 per cent lower than a year earlier with decreases in virtually all industries. The most noticeable curtailment was in construction, brought about by a prolonged dispute in the plumbing and electrical contracting trades. Registrations at NES offices declined only slightly during the month, remaining about double last year's figure.

Victoria (major industrial). Remained in Group 2. Unemployment rose during the month, contrary to the usual pattern. Much of this increase was the indirect effect of a seamen's strike, which drastically reduced tourist traffic, causing layoffs at hotels, restaurants and other service establishments. Activity in construction and shipbuilding continued to be slack for this time of year.

Central Vancouver Island (minor). Reclassified from Group 2 to Group 1. Fire hazard resulted in a temporary closure of all logging operations.

Cranbrook, Okanagan Valley, Prince Rupert (minor). Reclassified from Group 1 to Group 2.

NOTES OF CURRENT INTEREST

Dept. Appoints Specialist In Technical Training

David Bridge, Director of the Aeronautical, Mechanical and Metallurgical Department of the Ryerson Institute of Technology in Toronto, has been appointed Technical Training Specialist in the Department's Vocational Training Branch. He took over his new post on June 1.

Mr. Bridge's appointment is part of the Department's long-range program to keep abreast of changing developments in the field of skilled and technical manpower. His responsibilities will include the promotion, co-ordination and development of all types of advanced technical training below professional level, with special attention to post-secondary courses in institutes of technology.

He will work in close co-operation with the provincial government agencies concerned with technical training. He will also act as executive secretary of a special committee of the Canadian Vocational Training Advisory Council dealing with the training and certification of technicians.

Born in Kincardine, Ont., Mr. Bridge was graduated in electrical engineering from the University of Toronto in 1930, and holds a Bachelor of Pedagogy degree from the same university. After experience in the electrical manufacturing industry, he became a teacher at Hamilton Technical Institute, later being promoted to head of the mathematics department and subsequently Academic and Vocational Director of the Institute. In 1951, he was appointed Director of Ryerson's Aeronautical, Mechanical and Metallurgical Department.

F. S. Hatcher Has Joined Rehabilitation Branch

Frank S. Hatcher of Vancouver has been appointed to the staff of the Co-ordinator of Civilian Rehabilitation, Department of Labour. He will assist in the promotion of Canada's growing program of rehabilitation for disabled civilians.

Mr. Hatcher has had wide experience in social work and rehabilitation. Born in Calgary in 1920, he served with the Royal Canadian Navy from September 1940 to November 1945. He attended the University of British Columbia, graduating as a

Bachelor of Arts in 1953, Bachelor of Social Work in 1954 and Master of Social Work in 1955.

He has had experience in rehabilitation and social case work with the British Columbia Department of Health and Welfare and until recently was employed as Executive Secretary of the Community Information Service of the Community Chest and Council of Greater Vancouver.

Dept. Is Represented at Anti-Discrimination Meet

The 10th annual meeting of the Conference of Commissions Against Discrimination was held in Denver, Colo., on June 11, 12 and 13. The Department of Labour was represented by B. H. Hardie of the Industrial Relations Branch and E. J. Marten of the Information Branch.

The Conference is made up of the various state commissions against discrimination in the United States, as well as departments of government in Canada that administer laws prohibiting discrimination in employment. In addition to the federal Government, several Canadian provinces are also members of the Conference.

Of special significance to the American delegates this year was the attendance at the Conference of representatives from the new U.S. Commission on Civil Rights which was established under the 1957 Civil Rights Act. The representatives were Gordon Tiffany, Executive Director of the Commission, and Henry M. Shine, Jr., Consultant.

Proceedings

The proceedings at the Conference consisted mainly of panel discussions and workshop sessions under the following main headings:

1. What is the scope of proper government action to assure all people equal opportunities and treatment;
2. What should be the relationships between governmental agencies; and
3. What should be the nature and scope of educational activities aimed at eliminating discrimination.

The State of New Jersey will be the host for the 1959 meeting of the Conference.

2nd Meeting, Committee on Technological Change

A preliminary report outlining the results of a survey made in the household appliance industry to learn what effect technological changes are having on the labour force was heard at the second meeting of the Advisory Committee on Technological Change, held in Ottawa May 23. The first meeting of the Committee was held in November 1957 (L.G., Dec. 1957, p. 1420).

Because of technological change in the industry, the report indicated, total production of the industry during the past 10 years had increased faster than employment, but the increase in production per employee had not changed dramatically.

It was found difficult to measure the impact of technological change in terms of manpower. One reason for this was that the immediate impact might not fall on the employees of the plant in which a change is introduced. Displaced persons in one section are frequently transferred to another, and the movement is reflected only as a decline in hirings, thus shifting the impact to workers outside the plant.

The composition of the working force in firms surveyed in terms of skill and the effects of technological change were discussed on the basis of the relative demands for manpower at each skill level. One broad effect noted was a relative decrease in the demand for manpower on the direct production side and a relative increase in the demand for skilled workers in maintenance, toolroom, engineering and other indirect production work.

Skill Level Rising

This would tend to indicate that the displaced manpower in production is likely to occur in the ranks of semi-skilled or unskilled labour. Not only is there a greater demand for skilled manpower, but the level of skill required is tending to rise. The need for electricians with a knowledge of electronics, and for plumbers with hydraulics knowledge, is increasing. This requirement for more highly skilled workers will affect the kind of training to be provided for tradesmen.

The report noted that it was difficult to ascertain whether displacement of workers in some instances was caused by technological change, or simply as a result of a decline in economic activity. While it would be difficult to compile accurate statistics, a committee member wondered whether it would be possible to get statistics on production and occupational composition over a period of time; this would indicate what had happened as a result of technological change.

That course had been followed successfully in the case of dieselization of the railroads, where it was found that between 1950 and the present, dieselization had increased from 25 per cent to 80 per cent and the number of machinists, apprentices and helpers had dropped from some 8,000 to 5,600, the drop occurring despite a 20-per-cent drop in hours worked. Approximately 70 per cent of the boilermakers and blacksmiths had been displaced. The number of electricians had remained fairly steady.

New Occupations

The Committee heard from another member that in certain areas new occupations have come into being as the result of technological change. An example was the occupation of instrument mechanic, a combination of electrician and pipefitter. Companies were finding it necessary to train workers such as electricians to fill the posts.

The importance of case studies of technical change was emphasized by the chairman of the Committee, who noted that if the effects of the introduction of the diesel engine had been examined five or six years ago, with the full co-operation of Labour and Management, the information gathered might have thrown light on the problems involved and thus assisted both sides in arriving at a resolution long before matters came to a head as they did in the recent dispute involving the railway firemen.

In the matter of new research projects, the Committee was informed that a start has been made in studying the effects of technological changes in the automobile and parts manufacturing industry. To date, studies had been carried out in all plants of one major automobile manufacturer. The next step would be to extend the study to another major manufacturer and to some of the major parts producers.

Work was begun recently on examining collective agreements in this industry to see if provisions could be identified that have a bearing on adjustments that may occur when technological changes take place. The study of collective agreements would also prove useful for discussion purposes when, at a later date, the interview program is extended to union representatives in the industry.

The Committee agreed that it should meet twice each year, with the next gathering to take place this fall or winter.

Three More Publications On Canadian Occupations

Three more publications in the "Canadian Occupations" series have just been released by the Department of Labour.

One is a new occupational monograph, entitled *Careers in Meteorology*. The other two, *Machinist and Machine Operators (Metal)* and *Optometrist*, are revisions of earlier editions. These booklets were prepared by the Labour Department's Economics and Research Branch. There are more than 40 titles available in the series.

The "Canadian Occupations" series covers a wide range of occupations, including many professions. The series was designed to meet a demand for current information on occupations in Canada from parents, youth, vocational guidance counsellors, employment service officers, immigrants, federal and provincial officials and from Commonwealth and foreign governments and organizations.

The monographs are available from the Queen's Printer, Ottawa.

Union Head Critical of Compulsory Arbitration

The lower rates paid to temporary extra gangs, "the growing tendency of the federal Government to require compulsory arbitration in unsettled disputes" and "the tendency in Canada to apply wage increases on a percentage rather than a cents-per-hour basis" were mentioned by President T. C. Carroll of the Brotherhood of Maintenance of Way Employees at the union's 33rd convention in Detroit last month as obstacles to the union's efforts to improve wages and working conditions of its members in Canada.

Another cause for serious concern that was dwelt on by Mr. Carroll was the shrinkage in employment on the railways of the United States. He quoted figures showing that the average number of maintenance of way workers employed on U.S. railways had fallen from a maximum of more than 400,000 in the 1920's to only 154,000 in 1957. In Canada, he said, the drop had been less severe—from a maximum of 50,000 in 1928 to 38,000 in 1956.

"It will be noted, however, that the percentage of maintenance of way employees to total employees on Canadian railways has declined from 26.1 per cent in 1926 to 17 per cent in 1956," he pointed out. "We must be on guard continually to meet the detrimental effects of organizational changes in working methods."

The President declared the intention of the union to force the railways—by a strike if necessary—to negotiate on a demand made on the carriers in the United States and Canada as far back as 1950 for a guarantee of 52 weeks' work a year.

Increased efforts would be made to stop "farming out" by the railways of work that should be done by regular maintenance of way employees, Mr. Carroll said. He also announced that, jointly with other rail unions, his union would seek to improve existing health and welfare plans in the United States and Canada.

President Carroll, who has held office since 1947, told the 800 delegates to the convention that on the advice of his doctors he would not seek re-election.

Plan Wintertime Building Now, CCA Head Urges

Immediate planning of a wintertime construction program that can help reduce the number of Canadians who may become jobless this coming winter was advocated last month by Harold J. Ball, President of the Canadian Construction Association.

Addressing a meeting of the Kitchener-Waterloo Builders' Exchange, Mr. Ball attacked the out-dated prejudice against wintertime construction that still exists in Canada.

There are still too many, in Mr. Ball's opinion, who question the quality of winter construction, and have the idea that it is very expensive—"an attitude that is a hang-over from the horse-and-buggy days". Other reasons advanced are all invalid in this era, he said.

Arrangements Take Time

"Not many people," said Mr. Ball, "may be interested during warm summer days in thinking about, let alone worrying about, next winter's construction activities. However, if a start isn't made now on promoting construction for the coming winter it will be too late to be effective. It takes time to complete land, design, financing and tendering arrangements.

"For example, it would take from two to three months at least before actual construction begins on a building costing about \$250,000. We know through experience that a building has to be 'closed-in' before extreme weather is upon us, so that work can continue inside throughout the winter.

"If these things are not done now then many construction tradesmen will not be busy working this winter... Every Canadian community will be affected by a seasonal layoff."

Delegation of Unemployed Submits Brief to Cabinet

Federal government action on tariffs, trade and taxation to provide more jobs was urged by a delegation of more than 100 unemployed Ontario and Quebec workers who journeyed to Ottawa from Windsor, Chatham, London, Woodstock, Brantford, Hamilton, Toronto and Montreal to present a brief to federal Cabinet Ministers and Members of Parliament on June 24.

The delegation was led by George Burt, Canadian Director of the UAW and a Vice President of the Canadian Labour Congress. In conjunction with its brief, the delegation left with the Government a pamphlet outlining the UAW program for full employment.

The delegation was received by Acting Labour Minister Ellen Fairclough, Revenue Minister George Nowlan, other Cabinet Ministers and several Members of Parliament.

In its brief, read by George Burt, the delegation proposed that intensified efforts be made to move Canada's wheat surplus in order to boost farm economy and thus provide a wider market for the products of farm implement plants; that the automobile industry be taxed on its profits rather than on its product; that an investigation be made into the volume of small cars entering Canada from Europe, with a view to encouraging their manufacturers to locate plants in Canada; that the importing of automobile parts be curtailed; and that action be taken to assist the Canadian textile industry.

Mrs. Fairclough assured the delegates that she would personally see to it that their representations were brought before the Prime Minister, reminded them that unemployment has been claiming the attention of the Government since it took office, and that "your aim of full employment is precisely the same view as that of the Government".

She also pointed out that the Government had not been entirely inactive in providing jobs in the Windsor-Leamington area, where works projects on bridges, harbours and other items with a value of nearly \$2 million have been started. She also noted that training classes for welders and other tradesmen had been provided. She felt, also, that some of the action to relieve unemployment—although the federal Government was not trying to dodge the issue, a serious one—should come at the provincial level.

Revenue Minister Nowlan told the delegates that the Government is increasing

pressure on Canadian automobile manufacturers to increase the Canadian content of their autos, now standing at about 60 per cent. But he reminded the group that "overhauling of the tariff structure takes time". Speaking on unemployment in the auto industry in Windsor, Mr. Nowlan noted that "Windsor has no monopoly on unemployment. There is more in Detroit."

CLC Executive Vice President William Dodge said the Congress' position was that "We are afraid the whole situation is not being dealt with by the Government with a proper sense of urgency." He added: "I hope we do not have to rely on a war in Algeria or Lebanon to aid the unemployment situation."

Trade Minister Churchill reminded delegates that Canada has provided \$60,000,000 in wheat to Asian countries through the Colombo Plan, and of the hundreds of jobs on ships, trains and trucks that are provided by the movement of that wheat. It takes 1,200 ships alone to move the 40,000,000 bushels involved.

Herb Kelly, Chairman of the Full Employment Committee, Windsor Labour Council, and Vice President of UAW Local 200, remarked that persons in the industry with 17 years service were unemployed, and he could foresee a chaotic situation in Windsor this coming winter unless drastic action is taken now to forestall it.

Charles Brooks, President of UAW Chrysler Local 441, Windsor, suggested that the Government could afford to "pay your 100,000 civil servants a decent living wage so that they can afford to buy the products we make at Windsor".

After hearing the remarks from the floor, Mrs. Fairclough noted that Labour Minister Michael Starr had called a meeting to take place in Ottawa July 14 and 15 to discuss the full range of summer and winter employment. She promised that messages of the delegation would be taken direct to the Cabinet, where means could be evolved to provide immediate help in select communities where the unemployment situation is very bad.

QFL and CCCL Present Brief to Quebec Cabinet

A Royal Commission Enquiry into "the exploitation" of Quebec's natural resources was requested by the Quebec Federation of Labour (CLC) and the Canadian and Catholic Confederation of Labour in a brief submitted jointly to members of the provincial Cabinet.

The brief said in its conclusion: "From a production value in excess of one billion

dollars for three natural resources (forestry, mining, hydro power), the province does not derive forty million dollars". Quebec citizens were not getting "the share they should secure from the natural resources; the more so, since they know in addition that the wages paid in industries operating our natural resources are lower than those paid to the Ontario manpower working in similar industries".

The provincial labour bodies expressed concern over the unemployment situation. According to present figures, the brief said, "it is easy to foresee that unemployment will have affected this year in the province about 270,000 persons... the highest peak ever reached".

Referring to Dominion Bureau of Statistics figures of early April, the brief noted that 262,000 of the 875,000 persons seeking employment in Canada were from the Quebec region alone, an increase of 85,771 over the figures for the same period last year.

The brief in calling for social reform measures said that unemployment came in the last analysis from a "state of mind". This resulted because a large part of "the ruling classes" were unable to adapt their thinking to the modern industrial world.

The planning of economy was necessary, the brief asserted, and said such planning had been absent from the province's economic policies up to that time.

The two Quebec labour bodies requested the immediate holding of a federal-provincial conference on unemployment to collaborate and assure the undertaking of a vast public works program.

The brief called for provincial effort in raising the amount of unemployment insurance allowances and in extending the benefit period. Steps, it said, should also be taken to reduce the 30 weeks of employment required to draw benefits.

The brief asked that the Quebec government, like Ontario, place credits at the disposal of the municipalities who cannot carry out their public works due to a lack of funds.

On a provincial level the labour groups asked that the provincial government promote housing, availing itself of the Central Mortgage and Housing Corporation credits in spite of "the insufficiency and restrictions" comprising this federal law. The brief suggested the setting up of a "housing bureau" and quoted from a previous project submitted to the provincial government:

"In view of the borrowing capacity of the provincial government at a very low rate of interest, it could constitute a real estate credit body which would be supplied

with mortgage funds, through loans, guaranteed by the province."

An increase in the provincial minimum wage requirements was recommended by the brief. This, it said, would add to the purchasing power of many who did not yet benefit from collective working agreements.

The development of processing industries for the province's raw materials was urged in the brief. This should be done "rather than sustaining industries which cannot even feed appropriately the manpower which they employ," it said.

Shortages Said Likely of Skilled Building Workers

With a record year for construction in prospect in some centres, eventual shortages of skilled building tradesmen appeared likely, it was shown by monthly summaries of employment conditions issued by regional offices of the National Employment Service. Surpluses of unskilled and semi-skilled workers, however, were reported from many points.

Also in short supply were registered nurses, certified nursing aides, practical nurses, well-qualified office workers, skilled shipyard workers, and experienced pipeline workers.

Foundries and machine shops at a number of places in Quebec recalled many of their workers during May, and in Quebec City there was some shortage of experienced general machinists at the end of the month.

Employment on the railways was reported to have improved considerably in the Prairie region during May. Most of the running trades crews who had been laid off during the winter had been recalled, and there was a good demand for maintenance and extra gang workers.

On the other hand, cotton mills in the Quebec region showed little improvement in employment and work clothing plants in Edmonton laid off a number of workers, although there was still a good demand for experienced power machine operators in the industry.

Layoffs were reported from a Winnipeg transportation equipment firm, a Newfoundland pulp and paper mill, and a Montreal rolling stock manufacturer.

The *Canada Handbook, 1958* (English edition) is now available to the public. Published annually by the Dominion Bureau of Statistics, it is the 29th in the handbook series.

Price of *Canada 1958* is \$1 per copy. Orders for it should be addressed to the Queen's Printer, Ottawa.

B.C. Labour Urges Action Against Unemployment

The Government of British Columbia has been asked to declare that an emergency exists in unemployment conditions, and to solicit the federal Government to join in this decree, in the annual brief of the B.C. Federation of Labour (CLC).

Other requests made in the brief urged that:

A conference of labour, business, provincial and municipal administrations be held to make plans "to avoid any repetition of the winter of 1957-58";

More hospital, school and road construction be started immediately, along with a municipal and provincial low-cost housing project;

Flood control projects be undertaken;

Fixation of a 40-hour work week and cancellation of all existing blanket overtime permits be made;

Improvements be made to the Unemployment Insurance Act, and definite plans to deal with destitute unemployed citizens be carried out.

Montreal Labour Council Condemns "Moonlighting"

The Montreal Labour Council (CLC) last month advised all its affiliated unions to discourage and condemn "moonlighting"—the practice of holding two jobs at the same time.

The Labour Council considers that the practice is adding to unemployment; and it has decided to seek the co-operation of all Montreal locals in checking it.

The increase in moonlighting is known to have changed the attitude of some union leaders towards the 30-hour week. They have come to the conclusion the shorter work week would only provide a greater incentive to the holding of two jobs at once.

No Marked Improvement In U.S. Jobless Situation

For the first time since late April, statistics for the United States unemployment compensation system failed to show a marked improvement in the week June 16-21.

Both insured unemployment and initial claims showed only minor changes for the week—the former up, the latter down. For seven consecutive weeks insured unemployment had shown large declines and in most weeks initial claims had fallen substantially.

In the week ended June 7, unemployment fell 10,000 to 2,817,600. This figure represents joblessness among workers covered by the unemployment compensation system.

Though small, this was the eighth consecutive decline. It left unemployment at 6.7 per cent of the insured work force. In the corresponding week last year insured unemployment was 1,322,400.

All Must Co-operate in Accident Prevention

That complete co-operation of all affected elements is necessary to ensure success of an accident prevention program was emphasized by Sir George Barnett, retired Chief Inspector of Factories, United Kingdom Ministry of Labour and National Service, in a talk to officials of the Departments of Labour, National Health and Welfare and others.

Co-operation is necessary from top management in the introduction of accident prevention planning, supervisors, along the line, the foremen, employees and the trade union, Sir George said.

Most accidents involved the personal factor and plans and sincerity of interest by management would be valueless unless everyone in a work place entered enthusiastically into the effort. It was of great importance to have adequate accident statistics to pinpoint causes and indicate remedies. Of equal importance was the development of uniformity in statistics so that comparison could be made which would be mutually helpful. Some day, Sir George said, he hoped to see accident facts compared on an international level.

The accident frequency rate in Europe was based on 100,000 employee hours of exposure instead of 1,000,000 hours, the basis in North America. In 1956 the rate in Great Britain, with 7,850,000 workers under the Factories Act, was 1.72, which on this side of the Atlantic would be 17.20.

Another way of determining the efficiency of prevention work was the index system. Taking 1952 as 100 the British rate was down to 87.1 in 1956.

It was very necessary to see that proper training in safety work habits was given young persons, Sir George said. He had noticed in Britain that accidents suffered by this category were not decreasing as much as among older workers.

The mechanical cause of accidents can be controlled by legislation, Sir George said, but not the human factor—at least, not to the same degree.

Because of the number of accidents to persons in connection with plant lifts, hoists and elevators, a special section had been added a few years ago to the British Factories Act that made it compulsory to install appropriate gates, guards, locks and fencing. The results were spectacular: in 1946 there had been 490 accidents of this type and 26 were fatalities; in 1954, 115 accidents and 5 fatalities.

The British expert did not think, from what he had seen, that Canadian work places were cognizant of the importance of good housekeeping.

Ont. Rehabilitation Centre Moves into New Buildings

The Ontario Workmen's Compensation Board Hospital and Rehabilitation Centre on July 1 completed its move from the former RCAF barracks near Malton Airport to a group of 14 new buildings on a 65-acre site in Downsview.

The new \$6,000,000 centre, described as the most functional of its kind on the continent, will accommodate 4,000 seriously injured workmen a year—an average of 500 a day. All patients will live in.

The Centre consists of a hospital and a clinic. The hospital section contains 175 beds, and the clinic dormitories will accommodate 325 patients. The wards usually contain from six to eight beds, compared with 23 beds to a ward in the old crowded quarters at Malton.

The hospital section provides the medical supervision and nursing care, and the physical, occupational and remedial therapy needed to promote recovery as rapidly as possible. When the patient no longer needs nursing he is transferred to the clinic section, where he remains until he has recovered as fully as his case will allow. When recovery is not complete the remaining disability is assessed before the patient leaves.

National Hospital Scheme In Effect in 5 Provinces

Canada's National Hospital Insurance Scheme came into effect on Dominion Day, July 1, with five provinces participating.

At first the plan will cover only about 30 per cent of the population: the inhabitants of British Columbia, Alberta, Saskatchewan, Manitoba and Newfoundland. By next January it is expected to come into effect in Ontario, Nova Scotia and New Brunswick.

By the end of 1959 it is possible that the whole population of Canada will be covered by the scheme. When that stage is reached

it is estimated that the annual cost will be \$430,000,000, of which the federal Government will pay \$215,000,000.

The total cost is to be shared equally by the federal Government and the provinces, but the federal Government's share will vary from one province to another, depending on local costs. In Newfoundland it will amount to 68.6 per cent; in Saskatchewan, only 42.2 per cent.

Part of the cost of the plan will be defrayed by premiums paid directly by those covered or by a small charge for hospital care.

By a coincidence, Britain's National Health Service started ten years ago this month. About 97 per cent of the people are using the service, though an individual is free to employ his own doctor and pay him himself if he pleases. The service cost some £600,000,000 in 1956-57, which amounted to 3½ per cent of the national income. The service is said to be efficient and to have proved economical.

U.S. Wage and Hour Law In Force for 20 Years

The United States Fair Labor Standards Act, sometimes called the Federal Wage and Hour Law, had been in force 20 years on June 25. It was signed into law in 1938 by the late President Franklin D. Roosevelt.

The law was strongly backed by Labour. It sets forth the statutory minimum wage, overtime requirements and child labour provisions that cover employees engaged in interstate commerce.

Since its passage the FISA has proved its worth as a valuable instrument for protecting the basic standards of wages, hours and working conditions of American workers.

An advanced instrument of social justice when passed, it has been improved since as steady progress in welfare of working men and women has been made.

Today, more than 24,000,000 workers in 900,000 plants, businesses, companies and other establishments are covered by the Act, 9,000,000 more than were covered by the original Act of 1938.

The Order of Railway Conductors and Brakemen this month marked its 90th anniversary. The Order, set up on July 6, 1868, began as a fraternal group, the Conductors' Brotherhood. The name, Order of Railway Conductors, was adopted in 1878 and the present name in 1954.

Automation Has Failed to Bring Predicted Benefits

Automation had not brought higher pay and additional jobs as had been foreseen by industry, speakers agreed at a recent Conference on Automation and Technological Change convened by the Industrial Union Department of the AFL-CIO.

Almost 200 delegates representing 42 affiliated unions heard an opening address by IUD Director Al Whitehouse, two case study histories, an address by an economist, and two panel discussions.

Director Whitehouse pointed out that "automation and other major technological change have failed to bring automatically those things promised so blithely. Where are the great numbers of more highly skilled jobs? Where are the jobs for all that were virtually guaranteed to us?"

Impact on Wages

A paper discussing the impact of automation on the wages and working conditions in the relationships between the United Automobile Workers and the Ford Motor Company was presented by Nelson Samp, Assistant Director of the UAW's Ford Department.

Five major manpower problems, Mr. Samp said, were presented to the union by the use of new technological equipment. He listed the problems as: rates and classifications for automated jobs or operations, changing skills, retraining, seniority adjustments, and the effect on highly skilled trades classifications.

His union had found, Mr. Samp stated, that "automation and downgrading, as a result of job dilution, have gone hand-in-hand".

The UAW had met this problem, he said, by negotiating new classification structures and higher wage rates that recognize the responsibility of automation.

Mr. Samp said his union had fought to win apprenticeship training programs giving older seniority workers the chance for training, transfer rights for those whose operation is shifted to other plants, and the maintenance of separate skilled trades classifications.

Arthur Turner, member of the Yale Technology and Industrial Relations Section, in discussing the Samp paper, pointed out that individual incentive rates made no sense in an automated plant and such incentives may someday be based on a plant-wide system that would come close to a profit-sharing plan.

The problems of a worker as a human individual must not be ignored, Mr. Turner cautioned. If this question is not given

attention, he said, the worker will feel he has lost his identity in the automated mass production complex.

A second case history study dealing with the efforts of the railway unions to secure job and income security against shutdowns and mergers in their industry was presented by Eli Oliver, Director of the Washington Office of the Labor Bureau of the Middle West.

The composite structure built by the railway unions, Mr. Oliver pointed out, had gone a long way towards protecting workers against the hardships of technological unemployment. The methods used by these unions, he said, "may at least suggest to other American unions methods of dealing with technological change in other industries".

David Lasser, Research Director for the International Union of Electrical Workers, declared, while discussing the Oliver paper, that for the electronic industry, the present economic slump may be the "first automation recession". Since 1953, Mr. Lasser said, the industry had lost 200,000 out of 900,000 jobs and many of these jobs would never again be filled because of proven automation equipment.

Labour must fight for all-inclusive contract security provisions, Mr. Lasser stated, as the best means of handling automation.

Economist Robert R. Nathan, in his address to the Conference, urged government action to improve and extend unemployment compensation and a tax cut for low and middle-income groups.

Panel Discussions

The first panel dealt with papers presented by Elmer Malloy, Director of the Wage Division, United Stelworkers of America, and Joseph Childs, Vice President of the United Rubber, Cork, Linoleum and Plastic Workers of America.

Mr. Malloy discussed the problems of incentives, job evaluation, and job opportunity. The basis for incentives must be changed to equipment utilization without regard to workload, or placed on a uniform percentage bonus for maintaining maximum production loads, he said.

Bert Gottlieb, AFL-CIO industrial engineer, summing up the Malloy and Childs papers, said the emphasis in job evaluation should be placed on responsibility, and that education and job training should not be accepted as a valid part of the evaluation.

The second and final panel was concerned with the unionization problems of the white-collar worker.

One panelist noted that the working force of the white-collar workers and technicians had increased by 55 per cent in the last decade. Another stated that in the chemical industry in 1947 there was one white-collar worker to every four production workers, but by 1980 there would be three white-collar workers to every production worker.

It was suggested that unions must learn to organize white-collar workers and may find it necessary to change their structures to meet their needs.

U.S. University Publishes Booklet on Automation

Automation, Technology's New Face is the title of a new booklet recently published by the Institute of Industrial Relations of the University of California. The author is Dr. Jack Rogers.

The foreword states that the booklet is designed "to fill the need for a convenient and relatively brief discussion of the technological concepts involved and the implications for Management, Labour, and the economy". The first part of the pamphlet explains briefly the meaning of automation and how it works. The second part tries to assess its social and economic effects.

In a chapter on "Labour's Problems" the author says that the effects of technological change are nothing new to working people, but that although the problems raised by automation are not new "this does not make them any the less problems". He continues, "When we get right down to it, Labour's reaction to automation can best be interpreted as part of an older, larger question: To what extent shall the worker be subordinated to the demands of industrial efficiency?"

"In the past unions have adopted various strategies to preserve jobs against the impact of technological change, reduce personal hardship, and maintain union strength," the pamphlet says. But it asserts that "there is no evidence that union policies with respect to technological change have appreciably influenced its nature or its rate in the long run. Union holding actions have delayed a change here or ameliorated the effects of a change there, but they have not stopped change."

The author points out, however, that unions "are as well able to recognize the need for change and the benefits of increasing productivity as are other groups, and their stated policies today typically are clear on the point."

Regarding the effect of automation on employment, Dr. Rogers says that at the

worst it may result in old jobs being destroyed faster than new ones open up, and some individuals may be unable to find new employment. At the best new jobs may come into being as fast as the old ones disappear, and all displaced workers will find new jobs. But he believes that "the chances are that actual situations will tend to be intermediate, so that with extensive automation some people will never be out of work, some for a short while, and some for a long while; some will get better jobs and some will get poorer jobs."

Lakehead School Trains Welders for Pipeline

The Lakehead Vocational Training Welding School, which opened on March 31 with an enrolment of 68 students, finished its first course in May. Sixteen of the students qualified for jobs with a main pipeline company, and the remainder were given cards that entitle them to jobs as station welders or as welders' helpers.

Equipment and instructors for the school were supplied by the pipeline contractors.

SIU Wins Representation Despite Flag Transfer

The Seafarers' International Union has won the right to represent crew members of a ship that had been transferred from United States to Liberian registry. The representation election was conducted by the U.S. National Labor Relations Board.

The liner *Florida* operates between Miami and Havana; the crew is predominantly Cuban. The ship had operated for many years under the American flag with American crews represented by the SIU. The transfer to Liberian registry was made three years ago.

On transfer, the American crew was discharged and the Cuban seamen hired at lower wages.

In the Union's petition to the NLRB it pointed out that the vessel was still American-owned, operated regularly out of a United States port, and accepted the jurisdiction of the U.S. Coast Guard and other U.S. maritime agencies.

In its ruling, the NLRB held that the mere fact that a majority of the employees are non-resident aliens does not take the case from under the provisions of the National Labor Relations Act, and that the organization of the vessel's crew, with a view to improving their working conditions, is a matter of concern to American seamen.

Total Payments to Aged, Blind, Disabled Increase

The number of persons receiving old age assistance in Canada increased from 90,127 at December 31, 1957, to 92,484 at March 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$7,736,445.70 for the quarter ended March 31, 1958 compared with \$6,429,962.43 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$128,842,028.81.

Federal expenditure for the fiscal year 1957-58 amounted to \$24,961,383.23, an increase of \$4,562,278.31 over the expenditure of \$20,399,104.92 in 1956-57. The increase was due to amendments to the Act effective July 1, 1957 and November 1, 1957 increasing the maximum assistance from \$40 to \$46 and from \$46 to \$55 a month and the amounts of maximum income allowed.

At March 31, 1958, the average monthly assistance in the provinces ranged from \$50.15 to \$53.99, except for one province where the average was \$45.55.

Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,312 at December 31, 1957 to 8,400 at March 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$1,078,192.65 for the quarter ended March 31, 1958, compared with \$917,815.58 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$18,960,969.37.

Federal expenditure for the fiscal year 1957-58 amounted to \$3,575,724.04, an increase of \$616,198.30 over the expenditure of \$2,959,525.74 in 1956-57. The increase was due to amendments to the Act effective July 1, 1957 and November 1, 1957 increasing the maximum allowance from \$40 to \$46 and from \$46 to \$55 a month and the amounts of maximum income allowed.

At March 31, 1958, the average monthly allowance in the provinces ranged from \$53.13 to \$54.45.

Disabled Persons

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 38,757 at December 31, 1957 to 41,840 at March 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$3,727,185.64 for the quarter ended March 31, 1958 compared with \$2,935,015.39 in the

preceding quarter. Since the inception of the Act, the federal Government has contributed \$24,343,462.32.

Federal expenditures for the fiscal year 1957-58 amounted to \$11,091,664.45, an increase of \$3,924,312.07 over the expenditure of \$7,167,352.38 in 1956-57. The increase was due to amendments to the Act effective July 1, 1957 and November 1, 1957 increasing the maximum allowance from \$40 to \$46 and from \$46 to \$55 a month and the amounts of maximum income allowed, and amendments to the regulations broadening the definition of the expression "totally and permanently disabled".

At March 31, 1958, the average monthly allowance in the provinces ranged from \$52.12 to \$54.78.

Old Age Pensions

A total of 836,768 persons received old age security benefits amounting to \$46,565,375 during May, the Department of National Health and Welfare reports.

Family allowances of \$38,968,352 were paid to 2,423,382 families embracing 5,840,902 children. Average payment for each child was \$6.67; for each family, \$16.08.

Some SUB Payments Reduced by Recession

Supplemental unemployment benefit payments have been reduced by some of the large steel and aluminum companies in the United States. Payments have been reduced to 75 per cent of the regular amount by United States Steel and Alcoa, and reductions have also been made by Republic Steel and a number of smaller companies.

The SUB plans in the steel industry provide for payments to be reduced if the trust fund drops below a certain level, and the recession in the industry has depleted the funds, because of the large amounts paid out to unemployed workers and because of the smaller sums paid into the funds, since payments are based on man-hours worked.

As SUB plans in the U.S. steel industry provide benefits to maintain 65 per cent of take-home pay for 52 weeks, the funds have been further depleted by the fact that a number of workers who have been laid off for prolonged periods have exhausted their state unemployment benefits.

The SUB funds in the automobile industry, on the other hand, have not been subjected to so heavy a drain, since they provide payments for a maximum of only 26 weeks. They are also in better condition than the funds in the steel industry because they have been established longer.

Issue Book to Help Older Women Wanting to Work

To the *Older Worker*, a pamphlet compiled by the Status of Women Study Group of the University Women's Club of Vancouver, B.C., was designed specially to help older women who wish to work.

In a direct and easily readable manner it gives information on training courses available to older women, on the organizations from which advice and financial assistance for training may be obtained and on the attitude the older woman should have towards her job. Occupations in which women over 45 are successfully employed are listed.

Home Economists from Canada at U.S. Meeting

The Ninth International Congress on Home Economics was taking place in College Park, Md., U.S.A., July 28 to August 2. Canadian and U.S. home economists will receive 20 delegates from 29 foreign countries.

A report entitled: "Education in Home Economics Relative to the Social and Economic Conditions of Canada," prepared by Dr. Helen C. Abell, Rural Sociologist in the Economics Division of the Department

of Agriculture for submission to the Congress, will be summarized in the next issue of the *LABOUR GAZETTE*.

Deny Skilled Workers' Bid To Separate from UAW

Skilled workers in United States automobile plants who petitioned for representation by a union other than the United Automobile Workers (L.G., June, p. 617) have had their petitions denied by the U.S. National Labor Relations Board.

The Board ruled that, since the auto companies bargain with the UAW on a company-wide, multi-plant basis, the bargaining units sought were too narrow in scope and were inappropriate for collective bargaining purposes.

A new CLC central labour council has been established and two former TLC councils have been reconstituted as CLC bodies.

The Nelson-Trail and District Labour Council is the new group. The reconstituted councils are the Kapuskasing Labour Council (formerly the Kapuskasing Trades and Labour Council) and the Newcastle-Chatham and District Labour Council (formerly the Miramichi Labour Council).

Items of Labour Interest in House of Commons

Wednesday, May 21—*Intent to sell ships* of Canadian National (West Indies) Steamships Limited, strikebound since July 4, 1957, announced in Commons by Minister of Transport.

Unemployed in Hull, Que., said suffering, because 51.8 per cent of them unable to collect benefits, House is told. Minister of Labour "will look into the situation".

Holidays with pay Bill introduced in Commons. The Bill would assure that all employees in Canada under federal labour jurisdiction would receive regular pay for at least eight statutory holidays each year, pay at double time rate if required to work on a statutory holiday, in addition to regular pay.

Thursday, May 22—*Safety in mines* comes under provincial jurisdiction, Labour Minister reminds questioner in Commons who wanted to know if a Government inquiry was planned into "the deplorable number of accidents in the mines in the Blind River-Elliott Lake area..."

...*Number of unemployed* persons in Canada drawing insurance benefits as of May 8 was 715,056, Labour Minister tells questioner.

Friday, May 23—*Labour Department official* making effort to get parties involved in strike of SIU against CPR steamships on West Coast back into negotiation, Labour Minister informs questioner. Minister of Transport tells another member he has heard no mention of any plans to sell West Coast CPR steamships.

To see if farm labour can come under provisions of the Unemployment Insurance Act, an active survey is being made, Labour Minister replies to question.

Monday, May 26—*Résumé of strike* involving the Seafarers' International Union and the Canadian Pacific Railway steamships on the West Coast given by the Minister of Labour in reply to a questioner. Concluding his answer, the Minister said: "I understand that over the weekend there have been proposals made for the arbitration of the dispute which under certain conditions have been accepted by the company. We are now awaiting the reaction of the union to the proposal."

Tuesday, May 27—*Employment with CNR* comes under the jurisdiction of the company, not the Government, Transport

Minister replies in answer to question about proposed layoffs at Port Mann, B.C.

Government making sure that actual hardship is not suffered by residents of the West Coast as a result of the strike of SIU seamen against the CPR Steamships, through being deprived of such necessities as food or medical supplies, Transport Minister tells questioner.

Wednesday, May 28—*New labour legislation unlikely to be introduced at the present session, Labour Minister informs questioner.*

Friday, May 30—*Report on U.S. social security system, being prepared by Dr. Robert M. Clark, not yet ready for presentation to Commons, Prime Minister informs questioner.*

Monday, June 2—*Automatic disqualification from receipt of unemployment insurance is imposed on any person directly interested in the outcome of a labour dispute, even though they may not necessarily be members of the union involved, Acting Labour Minister Ellen L. Fairclough tells questioner asking about apprentices idled by a strike in Vancouver.*

Tuesday, June 3—*Standing committees, including labour relations committee, are appointed.*

Government is offering a conciliator and any other aid within its power to railways and unions negotiating new contract, Transport Minister informs questioner.

Monday, June 9—*Newfoundland's signing of agreement to participate in the Hospital Insurance and Diagnostic Services Plan, beginning July 1 this year, announced by Minister of National Health and Welfare.*

Tuesday, June 10—*No breakdown in negotiations to settle the dispute between the Seafarers' International Union and the Canadian Pacific Railway Company has occurred, Acting Labour Minister tells questioner. The federal mediator inquiring into the matter has merely suspended his probe "for the time being".*

Layoffs by CNR at some points are known to him, Minister of Transport advises questioner. He reiterates that layoffs are the prerogative of management of the railway, which does not put any man out of work until every means to keep him on the job has been exhausted.

Wednesday, June 11—*Number of active claimants for unemployment insurance benefits at May 31 was 550,959. At April 30, the number of active claimants for benefits was 722,252, Acting Labour Minister informs questioner.*

Thursday, June 12—*Employees are not insurable under the Unemployment Insur-*

ance Act, when they are working in a hospital that is not operated for gain, Acting Labour Minister informs questioner in the Commons, except under an optional arrangement at the request of the institution and with the consent of the Unemployment Insurance Commission.

Tuesday, June 17—*In the Budget speech, Hon. Donald M. Fleming, Minister of Finance, disclosed that Canada's population in 1957 increased by a record 552,000 to a year-end total of 16.9 million. Canadians added \$7.4 billion in plant, equipment and housing to an already large stock of physical capital.*

The rate of economic growth slowed noticeably during 1957 as the forces which underlay the great surge of 1955 and 1956 spent themselves. For the year as a whole gross national product was \$31.4 billion, 4 per cent higher than in 1956. However, most of the increase was due to higher prices.

Although business capital investment ended the year on a weaker note than it had begun on, the reverse was true of housing.

More people were at work in each month of 1957 than in the comparable month a year earlier. For 1957 as a whole the number of people with jobs averaged 2.4 per cent higher than in 1956, an increase that compares quite well with the increases in employment during 1955 and 1956.

It was a coincidence that this adjustment period should have occurred simultaneously with the largest expansion of the labour force the country has ever known. It increased by 210,000, about double the annual average rate of the preceding five years.

With these factors in mind, and with due regard for the resourcefulness of the Canadian people and the determination of this Government "I have no hesitation in budgeting on the basis of a resumption of the rise in incomes and production. Assuming normal crops, stable prices and no untoward external events, I am basing my revenue forecasts on a gross national product of \$32 billion, which is about 2 per cent above the level achieved in 1957."

In the field of income tax, the cost of drugs purchased under prescription may be included in the deduction for medical expenses. The period in which refunds of tax may be claimed will in future be four years instead of two, and interest allowed on overpayments of tax will be increased from 2 per cent to 3 per cent.

Improvements will be made in various Acts to prevent dumping of goods in Canada and to help textile, rubber footwear and other Canadian products to compete favourably with imports.

Laval University's 13th Annual Industrial Relations Conference

Settlement of disputes arising from "conflicts of interest" (those that concern negotiation of working conditions, not interpretation or enforcement of collective agreements) is theme of the two-day meeting

The 13th industrial relations conference under the auspices of Laval University's Department of Industrial Relations, held at Quebec on May 5 and 6, dealt with the settlement of disputes involving conflicting interests*.

Some 350 delegates—heads of concerns, union leaders and labour officials—considered the problem of the settlement, in a Quebec setting, of "conflicts of interest," defined as disputes that concern not the interpretation or enforcement of the collective agreement but the negotiation of working conditions.

The eight lectures given were followed by discussions in which the delegates took part.

The convention coincided with the 20th anniversary of the founding of Laval's School of Social, Economic and Political Science and with the 15th anniversary of the founding of its Faculty of Social Science and School of Social Service.

Official Opening

The convention opened under the chairmanship of Msgr. Alphonse Marie Parent, Rector of Laval University.

Msgr. Parent pointed out that disputes which arise in connection with conflicting interests are no longer of a material and technical nature only, but involve psychology and morale as well. Human nature and the supernatural purpose of man do not allow spiritual and moral order to be overlooked in the establishment of work standards.

The Dean of the Faculty of Social Science, Jean Marie Martin, also spoke briefly.

Rev. Gérard Dion

The Rev. Gérard Dion, Director of the Department of Industrial Relations, defined "conflicts of interest" as disputes which "have to do with questions which have not yet been or cannot be solved by any judicial rule".

*The texts of the lectures delivered are collected in a volume published by the Laval University Press, Quebec.

These disputes, he added, arise as the result of a difference of opinion in the search after differing interests concerning a common object.

Father Dion stressed the fact that "conflicts of interest" are found not only in labour relations, but to just as great an extent in management's relations with outside elements—whether it be consumers, suppliers or financial institutions.

He pointed out that there are always, between management and labour, divergent legitimate interests capable of degenerating into disputes.

"Since there is no possibility of avoiding conflicts, and no reason for suppressing their manifestation, assuming that we accept democracy," he said, "it remains for us to seek means of lessening the extent of such conflicts, reducing their effect and limiting their harmful results, while at the same time maintaining the incentive they afford to economic and social life."

Quebec System for Settling Disputes

The first speaker, Jean Réal Cardin, Director of the Industrial Relations Section at the University of Montreal, described the structure of the machinery which aims at settling conflicts of interest and defined the basic principles underlying the Quebec system of settling such disputes.

"Disputes involving rights arise from the application or interpretation of a pre-existing right," Mr. Cardin explained, "whereas a 'conflict of interest' arises when the parties are unable to agree on the contract to be entered into."

Quebec labour legislation makes no distinction, however, between "conflicts of right" and "conflicts of interest". Every dispute—whatever its nature—goes through the same settlement machinery.

The speaker added:

In private services, conciliation and arbitration may afford an opportunity for a strike or lockout—whether the dispute arises during bargaining or on the occasion of a grievance. In public services the same situation cannot possibly lead to the use of economic force by the parties; the award is binding no matter what the nature of the dispute.

Mr. Cardin mentioned certain ideas touching on conflicts of interest and their settlement that govern our labour laws. Among these ideas are the following:

—The principle of union recognition and the institution of compulsory collective bargaining.

—The need to regulate the use of these statutory rights by the parties in order to preserve industrial peace to the greatest possible extent.

—The need, except in public services, to safeguard the freedom of the parties with regard to conflicts of interest, thus leaving recourse to economic weapons as the ultimate means of settling disputes.

—Acknowledgment by the legislator that conflicts of interest in labour relations require a special settlement machinery, based on conciliation in two stages, the second stage being of a more rigid nature and known as arbitration.

—The abandonment of structures of common law which are too rigid and too formal and a better adaptation to the needs of industrial life.

Dispute Settlement outside Quebec

The second paper, by Gilles Beausoleil of the University of Montreal, made a comparison between various systems throughout the world, especially with regard to union recognition and latitude in the use of State services and conciliation and arbitration machinery.

As Mr. Beausoleil was on a study trip to Europe, his text was read by Jacques St. Laurent of Laval University.

The author classified the various systems of industrial relations in terms of the different economic systems in which they are found. He distinguished the following three systems:

1. Suppression of autonomous trade-unionism.
2. Trade-unionism supervised and controlled by the State.
3. Recognition or tolerance of independent trade-unionism.

Having characterized the systems that fall into the first two classes, he studied the different countries in which the State grants freedom of association. In these countries the State intervenes only in cases of emergency and employers' and workers' organizations play an important part in the evolution of legislation. Besides this, he explained, except for certain specific cases and certain restrictions, the right to strike is not questioned.

"In Australia and New Zealand," according to Mr. Beausoleil, "compulsory arbitration constitutes the universal method of

settling conflicts of interest, and this gives rise to a rapid expansion of the labour movement. In these countries, however, collective bargaining becomes a bit artificial. Trade unionism has also taken on a somewhat bureaucratic and 'lobbyist' aspect."

Mr. Beausoleil made the following distinction between "conciliation in the strict sense of the word" and "conciliation and investigation".

"Conciliation in the strict sense of the word," he said, "may be voluntary or compulsory. Conciliation and investigation, especially as practised in Canada and in Quebec, have characteristics both of arbitration and of conciliation in the strict sense of the word. In the United States, conciliation in the strict sense of the word is practised more than anything else, the action of the conciliation officer being personal and involving no procedural requirements. In certain cases the parties have recourse to voluntary arbitration, which constitutes the limit of outside intervention which employers and unions seem willing to accept."

In England, he pointed out, unions do not have to be certified, but they do have a labour disputes court, whose decisions are binding. This is a case, however, of voluntary arbitration.

"In Canada," Mr. Beausoleil concluded, "the structural elements of the provincial and federal systems are similar. The investigation, recommendations concerning the terms of the collective agreements and suspension of the right to strike during the whole conciliation period constitute the original and common elements of the regulations set-up. In order to take advantage of these regulations, certification is always necessary, and the right to strike, although it is recognized, is sometimes replaced by the arbitration of conflicts of interest, particularly in certain sectors of the public service."

Ambiguities of Present System

Certain essential ambiguities or points of confusion, inherent in the present system, were brought up by Roger Chartier, Professor in Laval's Department of Industrial Relations.

Mr. Chartier undertook to examine the ambiguities and particularities of the Quebec system of settling conflicts of interest in the private sector.

The present industrial system, the speaker said, is situated in a society which subscribes to the principles of democracy, which gives a very high place to all freedoms, which believes in the value and the autonomy of intermediate groups.

"In this perspective," he said, "the duty of shaping collective bargaining falls unquestionably to the parties in the first place, and not to the State. The State should intervene as little as possible, only in case of absolute necessity, only to facilitate a quick and peaceable settlement without imposing it, and only if such intervention is really effective and socially desirable."

Mr. Chartier protested strongly against heavy-handed intervention on the part of the State "in the name of a rather vague industrial peace".

This persuasive intervention, which is sometimes tempted to go on from the procedural level to that of the subject matter of the agreements, takes place in terms of a valuation which is perhaps falsified and negative of the strike, which should be avoided, it would seem, at any price, even were its positive function in a free society to be disregarded.

For the strike, in spite of the evils which it always brings with it for the parties concerned and sometimes for the public, is a tangible sign of the vitality of that society and of the freedom which prevails in it. And the legal and social bounds which make its manifestation possible constitute the most dynamic and most constructive elements of our social structure.

The speaker specified that one need not necessarily dispute the validity of any State intervention in the settlement of labour disputes, but suggested that State intervention be carried out in such a way as to show greater respect for the freedom of the parties, helping them to find grounds for understanding rather than seeking to avoid a strike at any cost.

Taking as a basis the deepest possible respect on the part of the State for free dealings between the parties, Mr. Chartier suggested the following standards:

—Legislation will impose as few limits as possible on disputes, and thus on subsequent agreements between the parties.

—The procedure will be as short and simple as possible, will not be redundant and will allow for alternatives.

—The various stages of this procedure will form a continuous line, and not a series of stages which systematically ignore one another.

—The chairman of the arbitration court will be perfectly well aware that he represents the parties, whom he is trying to bring to agreement by means of compromise and persuasion, and not the Department of Labour.

—Since in conflicts of interest it is really a question of conciliation and not of arbitration, union and employers' "arbitrators" will not be required to show an impossible

impartiality and to seek for a spurious economic justice whose criteria are, obviously, absent.

—It will be understood that too long a waiting period, instead of cooling off the bellicose ardour of the parties and patiently inviting them to come to an agreement, is an invitation to lazy negotiations, full of friction, which will eventually lead to costly explosions.

—Conciliation, in addition to being a preventive remedy, will also become an informative and educative remedy destined for the negotiators.

Criticism of Present System

The General President of the Canadian and Catholic Confederation of Labour, Gérard Picard, in his criticism of the present system of settling conflicts of interest, denounced in particular "the exasperating delays" provided by the legislation.

"If you confine yourself to the minimum delays provided by the law," he explained, "you arrive at a total of 172 days; and in practice a still longer period of time elapses."

This state of affairs is apt, in Mr. Picard's opinion, to bring about denials of justice, arouse provocation, and, as a result, give birth to illegality.

The speaker also noted that these delays affect the duration of agreements and the principle of retroactivity as well as the bargaining atmosphere.

In order to improve the situation, Mr. Picard suggested that bargaining should be "serious" from the beginning, and that it should be possible to exercise the right to strike immediately after the direct bargaining between employers and employees.

It would also be desirable, according to the speaker, that the conciliation stage and the arbitration stage should not be compulsory, but optional, and that, in the latter event, arbitration should really be arbitration, and not further conciliation.

Finally, Mr. Picard noted that the conciliation officer should have ability and freedom of action, that he should show impartiality, and that he should have enough judgment to make practical suggestions. He also suggested that the arbitration board, in case of failure, make no recommendations, since that only complicates subsequent negotiations, each party accepting only what pleases it in those recommendations. Mr. Picard also protested against politics entering into the appointment of chairmen of arbitration boards.

The Case of Public Services

"As the economic and social frontiers between the milieu in which we work and the mass of the public agents become less distinct, the functional distinction between public services and private enterprise loses some of its meaning," said René Mankiewicz, legal adviser to the International Civil Aviation Organization.

The results of this evolution, according to Mr. Mankiewicz, are twofold: the status of the official being profoundly changed, the legal notion of the official has to be revised; then again, the problems peculiar to the public administration come up in a multitude of private or semi-private concerns, so that the concept of public service takes on a new dimension and must be redefined.

Thus there arises the question of the extent and the limits of the validity of the two principles on which all legislation prohibiting strikes in the public service rests: firstly, the rule that strikes are incompatible with public office, and secondly, the principle of the continuity of the public services.

"The first rule," Mr. Mankiewicz explained, "has been breached by certain constitutions and by legislation and jurisprudence which are conscious of the change in the atmosphere of public office.

"However, the second rule still seems to justify, in certain cases, limitations of the right to strike, and even the stopping of a strike, in certain public services and in concerns whose uninterrupted functioning is of vital interest to the common good."

The speaker concluded:

Whatever method may be chosen by the legislator for limiting the right to strike in public services, when the strike would be seriously prejudicial to the common good, then his legislation brings into play the direct influence of the Government over the settlement of collective disputes. Whether the Government is authorized to put an end to an abusive strike, to impose collective bargaining before a strike breaks out or to impose arbitration, government policy will have a direct influence over the progress and result of the negotiations. In certain countries the action taken by the Government with a view to avoiding or stopping a strike is subject to legal control. In any case, however, under a democratic regime, the last word lies with public opinion, which is able to bring pressure to bear on the orientation of Government policy.

Criticism of System in Public Services

Guy Merrill-Desaulniers of Montreal, a specialist in labour law, examined Quebec legislation for the settlement of conflicts of interest in the public services, stating, among other things, that in his opinion the Act respecting Disputes between Public Services and their Employees is "ultra vires".

The speaker denounced the increasing tendency towards more and more frequent intervention on the part of the State in the spheres of economic and social life, and more particularly in the field of public services.

"It is universally recognized," said Mr. Merrill-Desaulniers, "that the salaried individual cannot protect himself effectively against his employer unless he associates himself with other wage-earners to set up an organization whose mere existence seems to constitute an equality of strength which makes it possible for him to deal with his employer on an equal footing."

The speaker added:

In the framework of labour-management relations, freedom of association has no meaning unless the right to free negotiation of collective agreements is added to it. Experience has shown that the right to collective bargaining can become an illusion unless there is a possibility of having recourse to a strike.

In his opinion, compulsory arbitration with awards binding on the parties does not represent adequate compensation for loss of the right to strike.

Noting that in certain essential services the right to strike can create certain serious difficulties, Mr. Merrill-Desaulniers specified: "The rule in this respect should be that of absolute necessity. And there again there must be compensation by means of a guarantee that arbitration with an enforceable award will bring the union party practically the same advantages as free collective bargaining, with the possibility of a strike, would have afforded it."

Has Quebec legislation exceeded its rights?

Mr. Merrill-Desaulniers replied in the affirmative:

"My opinion is that Section 7 of the Act respecting Disputes between Public Services and their Employees is beyond the powers of provincial legislation, since, in enacting this section, the provincial legislator has encroached upon a domain belonging exclusively to the federal Parliament—that of criminal law.

"In prohibiting strikes in Section 4 and imposing a penalty for them in Section 7, the provincial Parliament has simply created a new crime, to which it has attached a penalty."

State Intervention in Dispute Settlement

"Outside intervention in the bargaining process should be the exception, requiring justification every time it happens," said Adolf Sturnthal, Professor of Industrial Relations at Columbia University and of International Trade Unionism at Roosevelt College.

Speaking at the banquet that closed the two-day convention, he pointed out that if State intervention is frequent it will create a state of waiting for intervention.

"The result will be," he said, "that if one of the parties hopes to derive benefit from outside intervention, it will not enter into normal negotiations."

Mr. Sturnthal added:

A more careful examination shows that very few economic disputes in modern society are of a nature to justify State intervention. Certainly a great many strikes do inconvenience the public, but if it were necessary to have the State intervene every time, we would have done away with the free system of collective agreements.

The speaker also suggested that a strike which inconveniences no one has little chance of success. In his opinion, this is "the price we have to pay for free collective bargaining".

The speaker put forward the following three suggestions:

1. A strike is not necessarily an indication of unhealthiness in industrial relations. There are all kinds of strikes—from the "quickie" to the normal dispute corresponding to a divergence of interests. And if it is true that some of these types of strikes are more questionable than others, we must nevertheless learn to consider the strike as a simple stage in the bargaining process, of which it forms an integral part.

2. The industrial dispute has many forms of expression other than the strike. Anxiety and tension in the individual, absenteeism, delays, slowdowns in production, sabotage and an abnormally high rate of staff turnover are some of the possible forms of expression of the industrial dispute. The advantage seems doubtful if, in order to suppress one of these forms, the others are to be aggravated.

3. The whole experience of modern industrial nations seems to indicate that with the development of collective bargaining systems of greater maturity, the frequency of strikes tends to decrease. But this happens only if collective bargaining can mature, that is if both parties are able to discuss matters without fear of systematic outside intervention.

In closing, Mr. Sturnthal quoted a passage from Matthew Kelly, taken from the Nazi experience in industrial relations:

"Care must be taken to avoid giving assistance to attacks on individual freedom, which we fought so hard against when they were practised under another name. When industrial peace is obtained by means of strict coercion or by elimination of labour's

freedom of association, by State control of wages, hours and conditions of labour in general, and by forced arbitration, the price paid in this way is prohibitive."

Suggested Remedies

To the final speaker of the two-day session fell the task of outlining suggested remedies to cure the ills of the Quebec system of settlement of collective industrial disputes of interest.

Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, listed five remedies for present ills, noting that it is important to decide what areas of decision-making are to be transferred to legal instruments such as rights to association and bargaining, what powers are to be vested in labour relations boards, and what assisting role in conciliation should be undertaken by public agencies and by what means this role is to be performed.

Prof. Woods' suggestions are as follows:

1. The framework of bargaining should be secured and stabilized. This means that the certification process must be efficient and certain. Crucial to this is a Labour Relations Board of the highest integrity, completely free from political control or influence, and one in which the general public and the interested parties have complete confidence. Certain powers of the Board may need to be redefined in law, and procedures should be public. The motives for the Board's decisions should be fully published.

2. The private character of the relationship of the private parties needs to be respected, and the assisting state agencies should operate with the objective of encouraging independence on the part of employers and unions, and a greater sense of responsibility for the relationship with a reduced dependence on government third parties. This may require a reconsideration of the conciliation service, and especially of the impact of councils of arbitration on the process of accommodation. Important legislative changes may be indicated which would reduce the importance of councils of arbitration and increase the influence of conciliation officers.

3. The question of the legal prohibition of the strike during conciliation needs to be reconsidered. There is much evidence that it has not produced results consistent with public policy in labour relations. A collective agreement is not a search for truth

but a search for an agreement suitable to the two parties. The present effect of conciliation is to delay negotiations. These delays "heat up" the parties rather than "cool them down".

4. There is a strong case for outlawing the strike and the lockout during the life of an agreement provided this change is

associated with compulsory arbitration of disputes occurring during the contract period.

5. The law regarding unfair labour practices needs to be altered so as to eliminate behaviour of both management and unions which is inconsistent with the spirit of public policy in labour relations.

Wage Rates for Labourers in Manufacturing, Oct. 1957

Between October 1, 1956 and October 1, 1957, the average hourly rate for male labourers in manufacturing industry increased by 9 cents; in the corresponding period of 1955-1956, the increase was 8 cents

From October 1, 1956 to October 1, 1957, the average hourly wage rate for male labourers increased by 9 cents in the manufacturing industries covered by the annual survey of wage rates conducted by the Economics and Research Branch. This compares with an average increase of 8 cents for the corresponding period in 1955-1956¹. The 1957 survey covered 42,200 labourers.

Employers were asked to report wage rates for labourers to whom the following definition applies: "workers performing one or a variety of manual duties which may be learned in a short time, requiring little independent judgment and which are too general to be classified otherwise." Both production and non-production or maintenance labourers are surveyed, but such workers under incentive systems as well as female employees are excluded.

Wage rates for labourers are usually the lowest rates for male occupations in a plant, except for hiring and apprentice rates. The labourer's rate is used in many establishments as a basis for setting the higher rates for other plant occupations.

As may be seen from the accompanying table, average wage rates for labourers are highest in British Columbia and Ontario, although no provincial pattern stands out. In some localities of those two provinces, the average wage rate is lower than in some centres in the Maritimes, Quebec or the Prairie Provinces.

Furthermore, within a province, the average rate is often higher in a number of small localities than in the major centres. This is especially true in Ontario

and Quebec, where the average rates in several localities are higher than in the major centres of Toronto and Montreal. The diversification of industry in these two cities tends to reduce the effect of a higher level of wages in one particular industry or establishment on the general average for the city.

On the other hand, in smaller centres where one industry or establishment predominates, the local average is greatly affected by the wage rates paid in that industry or establishment. In Sydney and Welland, for instance, where the primary steel industry is the predominant source of employment for unskilled workers, the relatively high wage rates paid in that industry raise the average local rate for labourers well above that for most other centres of similar size in the provinces of Nova Scotia and Ontario. Another example of high local average rates for labourers is found in Cornwall, Thorold and Trois-Rivières, where pulp and paper mills are the main employers of labourers, at the higher rates prevailing in that industry.

Year	Index Numbers of Average Wage Rates in Manufacturing ² All Occupations Surveyed	
	Labourers	including Labourers
1949	100.0	100.0
1950	108.8	106.1
1951	122.7	120.3
1952	134.9	128.4
1953	141.8	134.6
1954	145.7	138.5
1955	149.8	142.2
1956	153.0	149.8
1957	168.4	158.6

²Based on annual surveys of wage rates at October 1.

¹See Labour Gazette, July 1957, p. 880.

Wage rates for labourers in manufacturing appear to have increased slightly faster than those for other representative occupations in manufacturing, as indicated by the table on page 726.

The chief factor responsible for changes from year to year in the average wage rates is the general revision of actual straight-

time rates being paid in establishments. Factors other than changes in wage rates may influence the averages. The most important of these are: changes in the number of employees in the plants, localities and provinces; modifications in survey coverage and reporting methods; and individual adjustments in rates based on merit or length of service.

WAGE RATES FOR MALE LABOURERS IN MANUFACTURING OCTOBER 1, 1956 AND 1957

NOTE.—The average wage rates for Canada and for the provinces are derived from many cities in addition to those shown in the table.

Locality	1956	1957	
	Ave rage Rate per Hour	Average Rate per Hour	Predominant Range of Rates per Hour
	\$	\$	\$
Canada	1.42	1.51	.....
Newfoundland.....	1.19	1.47	.....
St. John's.....	1.08	1.14	.95 — 1.22
Nova Scotia.....	1.14	1.21	.....
Halifax.....	1.18	1.28	1.05 — 1.36
New Glasgow.....	1.02	1.11	.91 — 1.27
Sydney.....	1.56	1.60	1.00 — 1.84
New Brunswick.....	1.17	1.26	.....
Moncton.....	1.25	1.35	.95 — 1.65
Saint John.....	1.07	1.08	.80 — 1.21
Quebec.....	1.29	1.37	.....
Hull.....	1.46	1.57	1.39 — 1.73
Joliette.....	1.08	1.12	.93 — 1.23
Montreal.....	1.31	1.40	.95 — 1.74
Quebec.....	1.33	1.33	1.07 — 1.73
Shawinigan Falls.....	1.65	1.78	1.73 — 1.85
Sherbrooke.....	1.04	1.17	1.03 — 1.24
Trois-Rivières.....	1.50	1.58	1.44 — 1.73
Victoriaville.....	1.01	1.03	.83 — 1.18
Ontario.....	1.50	1.57	.....
Belleville.....	1.39	1.46	1.09 — 1.62
Brantford.....	1.37	1.46	1.31 — 1.57
Chatham.....	1.53	1.67	.....
Cornwall.....	1.51	1.60	1.55 — 1.65
Port William—Port Arthur.....	1.55	1.64	1.43 — 1.73
Galt.....	1.32	1.41	1.00 — 1.54
Guelph.....	1.33	1.41	1.33 — 1.45
Hamilton.....	1.60	1.68	1.30 — 1.90
Kitchener.....	1.37	1.42	1.17 — 1.58
London.....	1.36	1.49	1.24 — 1.65
Niagara Falls.....	1.54	1.65	1.59 — 1.71
Orillia.....	1.10	1.14	.85 — 1.34
Oshawa.....	1.59	1.80	1.56 — 1.98
Ottawa.....	1.14	1.14	.90 — 1.51
Peterborough.....	1.45	1.51	1.47 — 1.60
St. Catharines.....	1.55	1.65	1.50 — 1.86
St. Thomas.....	1.33	1.43	1.39 — 1.45
Sarnia.....	1.59	1.73	1.66 — 1.88
Sault Ste. Marie.....	1.70	1.72	1.26 — 1.84
Sudbury—Copper Cliff.....	1.81	1.94	.....
Thorold.....	1.64	1.77	1.63 — 1.87
Toronto.....	1.45	1.54	1.28 — 1.69
Welland.....	1.61	1.70	1.50 — 1.82
Windsor.....	1.63	1.77	1.69 — 1.81
Woodstock.....	1.42	1.54	1.42 — 1.64
Manitoba.....	1.31	1.35	.....
Winnipeg.....	1.30	1.32	1.03 — 1.59
Saskatchewan.....	1.33	1.40	.....
Regina.....	1.29	1.31	1.20 — 1.72
Saskatoon.....	1.38	1.50	1.30 — 1.73
Alberta.....	1.34	1.46	.....
Calgary.....	1.43	1.58	1.35 — 1.70
Edmonton.....	1.36	1.48	1.20 — 1.73
British Columbia.....	1.60	1.70	.....
Vancouver.....	1.61	1.71	1.58 — 1.84
Victoria.....	1.59	1.74	1.67 — 1.80

Royal Commission on Coasting Trade

Rejects proposals to restrict Canadian coasting trade to vessels built and registered in Canada, or even to vessels registered in Canada, and to restrict Canada-U.S. trade to vessels registered in either country

Proposals to restrict the Canadian coasting trade to vessels built and registered in Canada, or even to vessels registered in Canada, are firmly rejected by the Royal Commission on Coasting Trade as detrimental to the public interest, in the Commission's recently published report.

The Commission also recommends against the restriction of the "transborder" trade—between Canadian and United States ports—to ships registered in one or other of the countries concerned. The report expressed the opinion that "the continued exclusion of outside competition in all the inland services would materially lessen the advantages to be derived from the (St. Lawrence) Seaway".

The Royal Commission, appointed March 1, 1955, was directed to inquire into "all questions within the jurisdiction of Parliament, including questions . . . arising out of the transportation by water, or by land and water, of goods and passengers from one place in Canada to another place in Canada, including the Great Lakes". One of the matters for inquiry particularly mentioned in the terms of reference was "the probable effects of the development of the St. Lawrence Seaway upon the coasting trade of Canada, including the Great Lakes".

The Commission received altogether 173 briefs. "These included representations from shipping and shipbuilding interests (including suppliers of materials and components), provincial governments, municipal authorities, chambers of commerce and boards of trade, trade associations, labour organizations, major Canadian railways, representatives of the agricultural, mining, fishery, pulp and paper, and other industries dependent to a great or less extent upon water transportation, as well as a wide variety of other interests."

The first part of the Commission's report is largely devoted to a review of the history and economics of the Canadian coasting trade, and of Canadian and United Kingdom legislation affecting it. The report then goes on to consider the prospects for Canadian-registered shipping in the coasting trade, the proposed restrictions on that trade, and the history and present position of the Canadian ship-building and ship repairing industry.

Prospects for Canadian Ships

"Under existing legislation the Canadian coasting trade is open to vessels on the registries of all Commonwealth countries on the same terms as to vessels on Canadian registry," the report points out. Participation by non-Commonwealth vessels ordinarily is of comparatively small proportions.

In discussing the prospects for Canadian-registered shipping in coasting trade, the Commission says that "on the East Coast and on the Gulf and River St. Lawrence, in the absence of a change in the present law, it is probable that Commonwealth and Canadian vessels would continue to divide the field . . . On the Pacific Coast the use of other Commonwealth vessels is of negligible importance and is likely to remain so."

On the Great Lakes 85 to 90 per cent of the package freight business consists of goods moving from point to point in Canada. The main Canadian operators do not fear the loss of this business to ocean competitors, the Commission says, and it agrees that they have no reason to do so.

But "the greatest concern expressed was with respect to the future of Canadian registered lakers in competition for inland bulk cargoes, including the inland movement of grain destined for export. The trades at stake are both coasting and international. The fears appear justified," the report says.

Under present tax structures, a specialized ocean-going bulk carrier on U.K. registry may have an advantage not only over a Canadian registered laker built in Canada but also over one built in the United Kingdom or otherwise acquired at comparable costs.

Proposed Restriction to Canadian Ships

On the proposal to restrict the coasting trade to Canadian vessels the Commission says that the Canadian ship operators themselves are divided. The Commission's main conclusions on this question were:

—On the eastern coasts and the Gulf of St. Lawrence, the restriction "could not fail to cause a substantial increase in transportation costs" for a large volume of commodities carried in the coasting trade, with similar effects in some international services. "Applied to the coasting movement

of coal it would cause collapse of the Cape Breton coal industry unless offset by a substantial increase in coal subventions..."

—On the Great Lakes and St. Lawrence River, the restrictions would mean "moderately greater water transportation charges". It would probably cause most Canadian export grain to be shipped directly overseas from the Lakehead, causing a substantial loss of coasting trade. "This loss would impair the competitive position of Canadian operators in the transborder trade. It would not afford any substantial advantage in shipping service."

—On the Pacific Coast the restriction would afford little or no practical benefit to Canadian operators generally or to the public, and hence would lack justification.

The increase in transportation costs and lessening of services that would result from restricting the Canadian coasting trade to vessels registered in Canada would be intensified if it were further required that the vessels must be built in Canada, the report says. It adds that it "would also increase the cost of transporting most of the other coasting cargoes now carried in Canadian-registered vessels".

On the other hand, Canadian shipyards would derive benefit from the added restriction. The Commission puts at \$8,960,000 the value of the average year's orders for ship construction that would be received by Canadian shipyards as a result of the proposed restriction.

The net value of production in Canadian shipbuilding during the 10 years from 1946 to 1955 averaged \$62,655,000 a year; the Commission points out that orders averaging \$8,960,000 a year would be "of comparatively minor assistance in maintaining a shipbuilding industry".

The Commission said it could not express an opinion on the contention that restricting trade to Canadian-built vessels would be justified on grounds of national defence. If this were so, however, it thought "a policy of direct subsidization of ship construction would be the least costly and the most effective way of achieving the desired result."

Other Submissions

In other submissions the Commission was urged to recommend "that legislation be

enacted to regulate the internal government of trade unions, to revise collective bargaining procedures, to apply the federal Industrial Relations and Disputes Investigation Act to the shipbuilding industry, to impose compulsory minimum wage and maximum working hours in small coasting vessels and to require a labour representative to be appointed to the Canadian Maritime Commission," the report says.

The Commission declared that general questions of policy in labour legislation in matters not peculiar to the coasting trade should be dealt with as such and not as a by-product of an investigation directed at another target.

As to shipyards, they are presently subject to provincial labour relations legislation... Apart from legal constitutional questions that might arise there appears to be no sufficient reason why the general pattern should be departed from in the case of shipyards any more than other local undertakings.

The Commission could not agree that minimum wage and maximum working hours should be imposed on all smaller vessels operating in the coasting trade. "These vessels are frequently operated by family groups under informal employment arrangements in which the persons on board are more in the nature of members of a syndicate. Further, many of these vessels also engage in fishing under profit-sharing and other similar schemes of remuneration which this type of regulation would entirely disrupt. The proposed recommendation would put many of these smaller vessels now rendering useful service, particularly in Newfoundland and St. Lawrence waters, out of business."

Nor could the Commission agree that a labour representative on the Canadian Maritime Commission was essential. "Boards set up to function on general policy in wide fields cannot have representatives of every interest that may be affected by their operations. The functions of the Canadian Maritime Commission extend over all shipping problems. Only a small proportion of these require consideration of labour problems." The Canadian Maritime Commission is itself advised by numerous advisory committees which include an advisory labour panel, the report added.

87th Annual General Meeting of Canadian Manufacturers' Association

Wage-productivity-inflation relationships, and union security and the right to work discussed at industrial relations conference that formed part of program of two-day meeting. More than 1,500 delegates present

Two topics currently of great concern to both Labour and Management were discussed at the industrial relations conference at the 87th annual general meeting of the Canadian Manufacturers' Association, held in Montreal June 4 and 5. More than 1,500 delegates attended.

The two subjects were wage-productivity-inflation relationships and union security and the "right to work".

The industrial relations conference was one of seven making up the meeting's program. The others were: a plenary conference on management and one on education, and conferences on trade and tariff, transportation, marketing, and public relations.

The Prime Minister, Rt. Hon. John Diefenbaker, gave the annual dinner address. Gen. Alfred M. Gruenther, President, American National Red Cross and former Supreme Allied Commander in Europe, was the dinner speaker the first day.

In the election of officers for 1958-59, Ian F. McRae, Chairman of the Board, Canadian General Electric Company Limited, was named President, succeeding Harold V. Lush. J. Ross Belton, Director, Gutta Percha & Rubber Limited, was re-elected Treasurer for a fifth time.

President's Address

"The best solution for our perennial (trade) woes would be an adequate tariff to protect our Canadian economy and our Canadian wage standards from the devastating effects of cheap labour and mass-produced imports," said H. V. Lush in his presidential address.

"If Canada's manufacturing industry is to continue to furnish employment for one out of every four gainfully employed persons, as it does today, it must be permitted to operate in a business climate of fair competitive conditions," he added.

He pointed out that manufacturing is Canada's biggest employer of labour, that Canadian wage rates are three times those of the United Kingdom and Western Europe and eight to twelve times those of Asia, and that United States manufacturers can produce more cheaply than Canadians

can because they are geared to a domestic market containing ten times as many persons as Canada's.

He went on to say that any policy of adequate tariffs should be supported by Canadians' purchasing of the products of their own factories instead of imported products. "In other words," he urged, "Buy Canadian!"

Advising the delegates not to base their appeal on patriotism and sentiment, he urged them to show Canadian consumers that buying Canadian-made goods would bring prosperity to their own families, and not just to some family in the next block.

"We have got to satisfy the Canadian woman in particular that, unless she buys the goods made by Canadians, other Canadian wives will not have the money with which to buy the goods made by her husband." Where will Canadian women get money to spend if Canadian men are out of work, he asked, and how can Canadian men remain employed if the goods they make are not sold?

He warned the manufacturers that the quality of their goods must be first-rate and the price reasonable—things for which they were responsible—if they hoped to persuade customers to buy. Canadian craftsmen are as good as those anywhere and Canadian technicians and techniques the equal of any in the world, he pointed out.

Neither manufacturers nor Labour can afford not to make the "Buy Canadian" symbol synonymous with value for money, he warned. He believed that many Canadians who depend on the manufacturing industry know now that "only disaster can come from forcing wage increases unjustified by productivity improvement, increases that inevitably mean higher prices, consumer resistance and rising unemployment. Labour's desire for a square deal—with which I have every sympathy—must take full account of the cost factor."

Mr. Lush said he saw the CMA's "Buy Canadian" drive as a bridge that could unite Labour and Management across Canada and that could be the means of

introducing a new era of industrial peace based on mutual understanding and trust.

To the obvious comment that Canada's exports would suffer if we didn't buy from other countries, the CMA President pointed out that in the "Buy Canadian" campaign the Association was arguing only that when two comparable products—one domestic and one imported—are displayed for sale, "the shopper is acting in his own best interest by choosing the Canadian product".

Our very survival as a nation, he declared, depends on our willingness to do four things: invest in the development of our own industries, process more of our own raw materials, enforce a realistic tariff policy, and consume our own manufactured products.

Mr. Lush then dealt briefly with the present trade offensive by Russia. He warned that Russia's invasion of the markets of the world has strong political overtones, has been stepped up at a time when North American economic consolidation makes its effects more significant, and has already begun to "pinch our toes".

Let us by all means trade with the Russians where such trade is a sensible, business-like, fair proposition. In fact, let us encourage such healthy trade with every means at our disposal. But let none of us be kidded into welcoming their economic offensive with open arms where its ultimate aim is, to say the least, the embarrassment of members of our own family.

He concluded by explaining that he had refrained from any reference to "this period of economic consolidation through which we are passing" because he believed the delegates knew that "no boom in a free market economy can go rocketing on with never a pause for breath".

There is no cause for fear, he said. "Canada's march will continue . . . This is no time for moaning; it is a time for preparation, of readying ourselves for an even greater wave of expansion than any we have witnessed in the last ten years."

General Manager's Report

The report of the CMA's General Manager, J. C. Whitelaw, is a review of events and the Association's activities during the preceding 12 months.

Under the heading, "Inflation and Monetary Policy," Mr. Whitelaw points out that despite slackening demand for many commodities and falling world prices for a number of Canada's exports, wages have continued to rise and the consumer price index has kept climbing.

The Association contends that a most serious continuing inflationary pressure in the Canadian economy arises from the use by labour unions of monopolistic power in

continually forcing wage rates, and hence prices, upwards without relation to the demand-supply position of the products concerned or to the increase in the productivity of labour.

On the proper means of controlling inflation, the CMA believes the use of monetary policy is preferable to a widespread system of selective controls. Because the application of monetary controls "bears unequally on different segments of the economy and different geographic regions," the Association has recommended that a new appraisal of Canada's whole financial structure and machinery be made.

On the subject of immigration, the report expresses the belief that the reduced rate of immigration in the first half of this year will be temporary. The CMA continues to emphasize a long-term, liberal immigration policy. "Over the next quarter century Canada will need all the morally, mentally and physically healthy people who will wish to come," the Association declares.

Dealing with taxation, the report records the CMA's recommendation that taxation be reduced, because "if more money is left in the hands of individuals and corporations, it will have a stimulating effect on business generally and, in particular, will make increased Canadian capital available for the much-needed investment" in Canadian industry.

Membership in the CMA at April 30 totalled 6,307, Mr. Whitelaw reported.

The Prime Minister

Just as he had at the Canadian Labour Congress convention in April (L.G., June, p. 595), Prime Minister Diefenbaker appealed for "restraint" by every group in the community.

"A reasonable degree of stability in prices must go hand in hand with the relatively full utilization of available resources if we are to exploit to the full the tremendous opportunities for further development that lie ahead," he said.

"In times of economic strain we are apt to forget that many of the outstanding business successes have resulted from decisions to seek profits from large volume rather than from high prices," he continued.

"I urge you, therefore, in the interests of your country and of your own, to keep the economy open, competitive and dynamic."

Then he repeated his words to the CLC: "Increased per capita productivity should be the main objective of all Canadian economic activity. The present does not appear to be the time for drastic or over-demanding action by any segments of our

economy. We are not going to meet the unemployment situation if we are priced out of world markets."

The challenges of the years ahead, he explained, are going to require "the joint and common determination on the part of both Labour and Management to increase the efficiency of production to provide, by a formula of common consent, a higher standard of living for the Canadian consumer on the one hand, as well as to assure the maintenance of a competitive position for Canadian products in the markets of the world."

Mr. Diefenbaker had prefaced these remarks with the comment that the continuing rise in consumer prices was a "disquieting feature" of the present situation. Rising prices tend to constitute a major deterrent to spending, he said, adding that "a country that buys and sells as much in world markets as Canada can ill afford to let prices get out of line with those of its competitors".

The Prime Minister began his address by saying that while Canada had achieved political sovereignty we have still to achieve economic sovereignty, which he defined as "that measure of control of our destiny which must be the goal of our planning if we are to match the achievements of nationhood in the political field with an equally decisive achievement in our economic affairs".

While Canadians are now a united people, he continued, there are still economic diversities—differences between regional 'haves' and 'have-nots'; differences between Management and Labour;" and conflicts between special interests: producer and consumer; supplier and manufacturer, importer and exporter, and buyer and seller.

He then appealed to all elements of society to balance special interest with a matching regard to the public interest.

Turning to a review of current economic conditions, which he described as "a period of economic adjustment," the Prime Minister pointed out that the currents affecting Canadian business were predominantly international. The United States is now in the throes of the sharpest economic setback of the postwar period, growth in other major industrial countries has become increasingly hesitant, and declining demand for industrial materials, coming at the culmination of a tremendous build-up of capacity the world over, has resulted in a general weakening in international commodity markets.

The impact of this international market situation upon Canada as a major world supplier of materials has been two-fold. It has adversely affected conditions in mineral and

forest product industries, which together account for nearly two thirds of Canada's exports. It has, in addition, had a dampening effect upon capital expansion, which was previously centred in large measure around the build-up of new capacity in resource-based industries.

He was optimistic, however, that the Canadian economy appeared to be coming through the present period of difficulty with comparatively little dislocation.

The Government had taken the opportunity to use resources that otherwise would have gone into the construction of new plants and equipment for increased house-building, local improvements and other institutional facilities, he said.

He called attention to the fact that most of the decline in outlays for new machinery and equipment had been reflected in lower imports rather than in reduced Canadian production. On the other hand, exports were down only 2 per cent from the same period last year.

Despite Canada's vulnerability to adverse market influences abroad, he continued, over-all production and employment have declined considerably less than in the United States.

The Government has attempted to adapt to Canada the remedies for unemployment that the world's leading economists have prescribed, he said. These he enumerated as: (1) monetary policies designed to stimulate investment and consumption; (2) measures to maintain a high level of personal income, such as higher social welfare payments, tax reductions, cash advances on farm-stored grain, and extension of unemployment insurance benefits; (3) stimulation of housing by lower down payments and income-eligibility requirements under the National Housing Act; (4) provision for larger fiscal payments to provinces; and (5) a major new program of public works.

In addition, he said, the Government's aim was to bring about a greater degree of processing Canada's resources within this country.

"To meet the problem of unemployment, comprehensive action must and will be taken, regardless of deficits in the national budget," the Prime Minister stated.

Gen. Alfred M. Gruenther

Gen. Alfred M. Gruenther, who was formerly Supreme Allied Commander in Europe, spoke on "Some aspects of the security problem of the free world".

One of the major objectives of NATO, he said, is to prevent war, to have sufficient retaliatory strength that an aggressor will not dare to begin a third world war.

But the problem was not a military one alone, he went on. It is also a political and economic one. "If we are unable to establish contact with the billion and a half people in Asia, we are in real trouble," he said. "If we do not find a way to improve and assist those people we are going to be in real difficulty."

He thought the free world had the solution but it was going to have to widen its horizons.

"If the free enterprise system survives, Communism cannot survive," he declared.

Election of Officers

Ian F. McRae, Chairman of the Board of Canadian General Electric Company

Limited, Toronto, Ont., was elected President of the Canadian Manufacturers' Association for 1958-59. He succeeds Harold V. Lush, of Toronto.

Other officers elected were: First Vice President, W. H. Evans, President and General Manager, Honeywell Controls Limited; Second Vice President, T. R. McLagan, President, Davie Shipbuilding Limited, and President, Canada Steamship Lines; Treasurer, J. Ross Belton, Director, Gutta Percha & Rubber Limited.

Alan C. Harrop, Manager, Department of Employee Relations, Imperial Oil Company, Ltd., was elected Chairman of the Association's Industrial Relations Committee.

LABOUR COSTS AND INFLATION

Dr. Jules Backman

"Canada, like the United States, has been experiencing a wage inflation due to excessive increases in wages and in other labour costs," Dr. Jules Backman, Professor of Economics, New York University, told the industrial relations conference at the CMA annual meeting.

"Between 1947 and 1957," he said, "average hourly earnings in manufacturing industries doubled or showed an annual rise of slightly over 7 per cent. In contrast, output per man-hour for the non-agricultural economy increased only about 2 per cent... These data suggest that a substantial rise in unit labour costs has taken place.

"On the basis of these data, the 10-year rise in unit labour costs was 63.6 per cent, or about 5 per cent per year. During the same period, the retail price index rose 43.8 per cent and the wholesale price index by 39.2 per cent.

"Between 1955 and 1957, average hourly earnings increased by 10.7 per cent or a little more than 5 per cent a year. Since productivity recorded no change in this period, unit labour costs rose by a similar amount. During this period, the consumer price index and wholesale prices rose an average of about 2 per cent a year."

Dr. Backman pointed out that average hourly earnings in manufacturing industries in Canada have risen "spectacularly" from 70.5 cents in 1944 to \$1.60 in 1957. "This increase of almost 90 cents an hour or 12 per cent in a period of approximately 13 years is one of the most sensational increases in your history. However, this period was also one of rising prices. From 1944 to 1957, the consumer price index rose by 63.4 per cent or about half as much as the

rise in hourly earnings. Between 1947 and 1957, real hourly earnings in Canada rose 3.3 per cent per year as compared with a rise of about 2 per cent in output per man-hour. Thus, workers appear to have participated fully and more in the expanding productivity of the Canadian economy during the past decade."

To the arguments that wages have not caused inflation because real wages have risen about in line with output per man-hour, and that it is improper to compare money wages, which are measured in dollars, with productivity, which is measured in physical units, Dr. Backman replied that "higher real wages reflect the combined results of rising productivity and rising prices... To determine the impact of wage increases on prices, it is futile to use changes in real wages.

"The fact is that real wages can rise more than productivity only if workers are able to divert goods and services from other groups to themselves," he declared.

Another point made by Dr. Backman was that despite the rise in retail prices, real wages had risen sharply during the past decade, at a higher rate than national productivity.

He also pointed out that the classical pressures for inflation, namely, unbalanced government budgets and a sharply rising money supply, were not present in Canada and hence "do not explain the rise in prices in the past two years".

Two other explanations are sometimes offered, he went on. These were: (1) excessive price increases by Industry, and (2) excessive increases in labour costs. He then pointed out that profits before taxes had declined from 5.9 per cent of sales in

1950 to 4.2 per cent of sales in 1956. "Canadian Industry failed to increase its prices as much as labour and other costs rose."

That increases in labour costs greater than gains in productivity have an impact on prices is illustrated, he said, by the "service" component of the consumer price index, which has been rising steadily. "Services are predominantly labour costs and this is an area of the economy where productivity gains have been at a minimum."

On the basis of the sparse information available, he said, "it appears that the average annual increase in labour costs has been so much greater than the gains in productivity that unit labour costs have risen markedly. This sharp rise in unit labour costs could not be absorbed without raising prices."

Price rises, Dr. Backman pointed out, "take away from the worker part of the gains which he may have thought he was obtaining as a result of the increases in his money wages".

The level of living is determined by the volume of goods and services available. Merely expanding the number of dollars does not raise the average standard of living. Expanding the number of dollars paid without relationship to what is being produced inevitably reduces the purchasing power of those dollars through the process of rising prices.

One of the tragedies of this attempt to ignore elementary arithmetic has been the adverse pressure experienced by those with fixed incomes. Both in the United States and Canada, these groups have had to bear the full burden of price inflation. Thus, those who have received excessive wage increases have been able to increase their own living standards in part at the expense of the living standards of others.

Dr. Backman concluded by making a projection of Canadian productivity trends based on long-term rather than short-term experience. On the basis of experience since 1926, he foresaw a productivity gain in Canada of about 2 per cent per annum.

Panel Discussion

Dr. Backman's address was commented on by a panel of four industrialists: M. J. Foley, President, Powell River Company, Limited, Vancouver; Gordon Grundy, President, Studebaker-Packard Ltd., Hamilton, Ont.; T. H. Robinson, Industrial Relations Manager, Canadian International Paper Co., Montreal; and J. B. White, Vice President and General Manager, Aluminum Company of Canada Limited, Montreal.

"There seems to be little question that wages have been the principal reason for inflation. We are in for major economic trouble if this trend continues," said Mr. Foley.

Unions have pursued a course that benefits no one, a course that could lead to economic disaster and to unemployment, he said, primarily because employees have not understood what is happening.

Labour cost statistics should include fringe benefits, because these are as much a part of costs as wages, and virtually all costs are labour costs, Mr. Foley declared.

He then asked Dr. Backman two questions: (1) How should increases in productivity be shared between Labour, investor, Management? (2) Do you see any hope of productivity increases?

Dr. Backman replied that everyone must share in the benefits of increased productivity. "The best way is by cutting prices rather than raising wages. The man who puts up the money must get a good share and management is entitled to a share."

Both Canadian and United States employers have given in too easily, he continued, "because you could get it back from the consumer".

Management is as anxious as Labour to give increases when times are good, Dr. Backman asserted, but "in 1958, on what conceivable basis can you justify wage increases?"

Mr. Grundy said the automobile industry was having trouble marketing at present prices, that productivity in the industry had increased very little, and that any change in the hourly rate of production meant a change in the number of workers.

"The rigid application of seniority cuts efficiency 10 per cent," he said, and the Unemployment Insurance Act "is another built-in rigidity that rules out a varying length of work week. The worker can make more staying home than working three days a week".

Mr. Grundy said union and government measures that aim at maximum security impose a strait-jacket on industry.

"In our industry, prices have been more sticky than wages," said Mr. Robinson. "The industry has been forced to concentrate on more efficient methods of production rather than on raising prices. But unions have just as ambitious plans as in the greatest of boom times."

It is in the failure of the unions to realize that conditions have changed that our greatest danger lies, he concluded.

In answer to a question from the audience, Mr. Foley said conciliation always seems to end up in the union's getting more than it would have got otherwise.

To the question, "How can unions be compelled to accept the responsibility for

increasing productivity in return for higher wages?" Mr. Robinson replied: "Unions are organized for what they can get out of industry, not what they can contribute

to it." But Dr. Backman said: "Your best move is to keep unions neutral. It's Management's responsibility to arrange for increases in productivity."

UNION SECURITY AND THE RIGHT TO WORK

Prof. Sylvester Petro

"It is inaccurate to infer that right-to-work laws are confined to unorganized areas or to southern states," said Prof. Sylvester Petro, professor of law at New York University, who spoke on "Right-to-work Laws in the United States".

"It's true that southern states are more preponderantly those with right-to-work laws," he said, "but some wholly industrialized states have them.

Prof. Petro defined a right-to-work law as one "prohibiting denial of employment or encouraging the denial of employment because of membership or non-membership in a labour organization".

Outlining the historical and legal background of right-to-work laws in the United States, he explained that one set of courts (Massachusetts, Indiana, Ohio) took the position that arrangements between unions and employers establishing union membership as a condition of employment amounted to an unlawful labour objective and that, therefore, aggressive economic action by unions in pursuit of that objective might be enjoined. Underlying this view was the principle of voluntary association: being voluntary associations, unions could have the right to exclude anyone they might want but could not compel membership. The same courts, he added, by and large considered it permissible for employers to insist on non-unionism by means of "yellow-dog" contracts, i.e., those making it a condition of employment that the employee would not join a union.

Another set of courts (New York and California) took the position that compulsory unionism arrangements were entirely permissible, if not obtained by force or fraud, and that, therefore, unions might take aggressive economic action in order to obtain or enforce such contracts. The theory here, the speaker explained, was that a compulsory unionism arrangement, like any other consensual arrangement, lay well within the right of the parties.

The courts that took this latter position have shown a tendency to hold that if a union secures a closed shop it must admit

all qualified persons to membership, the maxim being that a union may have either a closed shop or closed membership policies but not both.

"Within the last year," Prof. Petro reported, "the California Supreme Court took the final step and ordered a trade union to admit to membership a man with all qualifications for membership who could not find a job without membership—a rather astounding development."

Statutory developments date from the turn of the century. In 1910 the National Association of Manufacturers, he related, proposed a law forbidding both compulsory-union and anti-union agreements. The first statutes made no attempt to prohibit compulsory unionism; "they were uniformly directed to anti-union (yellow-dog) agreements and they were equally uniformly held unconstitutional by the U.S. Supreme Court."

Beginning with the Railway Labor Act of 1926, labour relations laws forbidding all forms of economic coercion by employers against employees who wished to join unions were enacted. The anti-union contract was considered a form of economic coercion.

"Despite the earlier decisions holding unconstitutional the prohibition of anti-union contracts, it has been generally taken for granted that the Supreme Court would not strike down the more recent labour relations laws on this ground," Prof. Petro said.

The Norris-LaGuardia (anti-injunction) Act of 1932 specifically made the anti-union contract unenforceable, and the Wagner Act made it, in principle, an unfair labour practice. The Taft-Hartley Act of 1947, "which goes almost as far as the NAM proposal of 1910," amended the Wagner Act to make its strictures upon employer coercion equally applicable to trade unions.

As a consequence of Taft-Hartley, most forms of compulsory unionism contracts were specifically prohibited, and the Act went on to provide that state legislatures might prohibit "even those forms of compulsory unionism which the national law permitted".

Describing the growth of right-to-work laws in the United States, the speaker told how Florida, in 1944, became the first state to prohibit every known form of compulsory unionism agreement and Indiana, in 1957, the last to date. Indiana is the most intensively industrialized of all states with such laws, he pointed out.

There are now 18 states with such laws: Alabama, Arizona, Arkansas, Florida, Georgia, Indiana, Iowa, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah and Virginia.

Four states—Colorado, Hawaii, Kansas and Wisconsin—while not going so far as to prohibit all forms of compulsory unionism, go somewhat farther in that direction than the federal law. While generally in agreement with the national law, they impose stricter precedures upon unions seeking the kind of compulsory unionism permitted by law.

Three states—Massachusetts, Pennsylvania and Puerto Rico—provide, in general, that a union having a compulsory unionism agreement may not unreasonably deny, or expel from, membership.

Six states—Connecticut, Michigan, Minnesota, New York, Oregon and Rhode Island—by specific statute permit all forms of compulsory unionism agreements between employers and unions representing a majority of employees in an appropriate bargaining unit.

Louisiana has repealed its right-to-work law.

Turning to judicial interpretation of right-to-work laws, Prof. Petro reported that courts in most states have taken the position that the laws do prohibit any form of action to obtain or enforce union security. The United States Supreme Court has ruled them constitutional.

Unions have argued that the laws are unconstitutional because they interfere with "freedom of contract" guaranteed by the United States Constitution. The answer to this argument, Prof. Petro said, is: "What about yellow-dog contracts?"

Other arguments are based on the majority rule principle, on the declaration that compulsory unionism is necessary if unions are to be responsible, and on the belief that unions will be destroyed by anti-union employers unless compulsory unionism is permitted, he reported.

The most serious argument against compulsory unionism, Prof. Petro said, is that if employers may not resist compulsory

unionism under the law, the nation will be characterized by industry-wide unions and it will then be impossible for the nation to accept collective bargaining. "Wages will have to be fixed by the government and it will follow that prices will have to be fixed by the government."

S. M. Gossage

"We do need in Canada legislation to protect the individual from being refused or deprived of employment because of failure to maintain membership in a trades union, provided such failure does not arise from failure to pay normal dues regularly required of all members."

This was the answer of S. M. Gossage, Assistant Vice President, Personnel, Canadian Pacific Railway Company, to the question posed in the title of his address to the conference: "Should Canada Have Some Form of Right-to-Work Legislation?"

In Canada there is no limitation such as exists in the United States under Taft-Hartley, he pointed out, and "in some ways we have a more urgent problem".

Mr. Gossage's conclusion was that "a problem does exist in regard to protecting the rights of the individual that justifies legislative action in the public interest to forbid provisions making an individual's employment or continued employment dependent of membership in a trades union unless failure to maintain membership arises solely from failure to pay or offer to pay the regular, periodic membership dues.

"I think that Management should support and advocate such legislation," he added, "not in the vain hope that thereby its bargaining position in labour matters might be improved but because it is responsible, as are all citizens, for protecting essential democratic rights and fostering the healthy growth or organisms necessary to the sound functioning of our society."

The legislation he was advocating would be similar to the union-shop provision in the Taft-Hartley Act, he explained. Right-to-work laws in the United States go considerably farther than that, he pointed out.

While he didn't believe Industry should sponsor any wider government intervention in union security clauses, he suggested clarification of the legality of clauses such as the Rand Formula that provide for the compulsory check-off of union dues.

In his address, Mr. Gossage discussed the nature of union security provisions, their origin, their effect, and where they may be going.

"Union security provisions concerning check-off of union dues are directed solely to the financial support of the union," he said. The voluntary check-off is a convenience to the union; the compulsory check-off subjects the individual to a tax in favour of the union but does not compel him into any association with the union; maintenance of membership provisions give unions a strong weapon of control over their members; the closed shop and preferential hiring agreements control entry to employment, the primary motive of which control is the elimination of competition, he said.

Where originally union security clauses sought security against the employer, today union security is often sought against other unions rather than the employer, he declared. "Dissidents would have to duplicate dues payments to support an intervening body."

Early closed shop provisions covered skilled tradesmen and were, for employers, a guarantee of a union member's competence in the trade. These early security provisions were small-scale and local, and developed particularly when the worker's attachment was to his craft rather than to any particular employer.

The growth of "mass unionism" resulted in a radical shift of power between Labour and Management. "In this period of strife the objective of the newer unions was to secure the position against counter-attack and to ensure their financial strength against a waning of membership enthusiasm."

The check-off of dues by the employer has become a generally accepted arrangement because the periodic collection of dues was difficult and expensive for unions, and involved problems for management in trying to prevent collections on the shop floor in working time, and because the cost and burden of payroll deduction on a small scale seemed trivial.

The point I draw from this review of the development of union security provisions is that they represent a logical reaction to a need, and to a need that generally speaking was legitimate, granting the acceptance of unions as an inevitable partner in an advanced industrial structure. The provisions developed may not always have been the wisest to reconcile the best interests of all concerned, but to the extent they spring from legitimate needs their mere cancellation may leave the problem unsolved.

Turning to the effects of the different types of union security, Mr. Gossage said check-off provisions undoubtedly help a union gain some financial security but

involve a minimum of restriction on the free choice of the individual.

Once compulsory association with the union (irrevocable check-off) is introduced in any form, the union hierarchy is presented with a weapon of much greater power. If an employee must remain a member in good standing as a condition of continued employment, the union may have the final say in an individual's employment regardless of his value or conduct as an employee.

Loss of membership in the union means loss of employment; and in the case of industries or occupations with widespread organization it may mean loss of the opportunity to earn a living. This places an enormous disciplinary power in the hands of the union.

Even when strictly controlled by safeguards in the union constitution, it must press strongly towards conformity and obedience to the powers-that-be; under the provisions of many union constitutions it may leave the dissident individual completely at the mercy of the controlling group in the union.

On the argument that a union needs the disciplinary power inherent in the union shop to guarantee compliance with the terms of the collective agreement, Mr. Gossage agreed that a secure union may be easier to deal with and more effective in promoting industrial harmony. But the benefits of such security may be bought at too high a cost, he declared.

While there may be sounder means of achieving those benefits, "Management does well to remember that insecurity for unions is generally destructive of a harmonious and effective relationship," he warned the delegates.

On the closed shop, the speaker pointed out that under a closed shop agreement the union hierarchy can bar a man from pursuing his craft for the rest of his working life—"a control over the rights of the individual not matched by any responsibility to outside authority".

On union-controlled hiring halls, Mr. Gossage said the problem was to retain the advantages—the orderly dispatching of labour to casual jobs or short-term projects, and the guarantee of the competency of the workers supplied—without granting unrestricted power to the union.

The alternatives to union-controlled hiring halls seem to be government control of hiring halls as an adjunct to employment offices or active union-management partnership in the operation of the halls; the choice is obvious, he said. "It would seem to be a challenge to employers in industries with a pattern of hiring halls or union control of labour supply to work out arrangements that will effectively associate management with the unions in this function."

The union shop is a declared objective of much of the labour movement, he went on, but if Management has "a philosophy of acceptance of unions, of recognition of a legitimate and useful function to be performed by them, there is hope that the passage of time may blunt the drive for more extreme forms of security and encourage constructive means of organizing the relationships between management, union and employees.

"The struggle for equilibrium (between the three groups) can be confined in more healthy limits if no one of the parties has real fear for its continued existence," he declared.

Mr. Gossage then defined the interests of each of the three parties. Management's obligation to manage the business demands continued co-operation of the working force; therefore Management has had to agree to restrictions of its power by collective agreement. It is the "duty" of Management not to bargain away powers that are essential to the proper conduct of the business. He included among such powers the selection, disciplining and discharge of employees, all of which are affected by the closed shop and union shop.

But, he pointed out, having written compulsory-unionism clauses into its collective agreements, Management cannot now ask for their legislative prohibition. It may be that society must eventually curb unions' power or impose increased responsibility on them, but in the meantime "Management's job is to seek for areas of stable and constructive relationships rather than attempt to confine an opponent in restrictions imposed from without".

The aim of unions is to achieve status, security and power, he continued. By a willingness to grant reasonable security and status, Management may reduce the unions' drive for power.

Too much power is probably as bad in the long run for unions as too little security. An entrenched hierarchy can lose touch with its membership and generate pressures that may eventually rise to explosive pitch. This is particularly so when open opposition and discussion of controversial issues may be stifled by union control of employment. This suggests that the type of power involved in compulsory union membership as a condition of continued employment is not desirable in terms of healthy growth of the union.

Turning to the individual, Mr. Gossage reminded his audience that in most cases the individual is quite happy to have to be a union member or to have to pay dues. The problem of the individual is generally the problem of the rights of the

minority; respect of the rights of a minority is a hallmark of democratic society, he said.

"In my opinion, in a developed industrial society, making the right to employment dependent on acceptability for membership in a union cannot be justified," he declared.

In some situations security for the union may be the best path to a stable relationship with management. This may require compulsory payment of dues from individuals but, Mr. Gossage thought, this compulsion was not a serious invasion of the right of the individual. "In accepting employment in any organization the individual accepts certain restrictions on his free right of choice."

The speaker could see no difference in principle between a worker's being required to contribute to health and welfare protection and his being required to contribute to the support of a bargaining agent. But there is a clear distinction between a compulsion that may affect the individual's livelihood and one that touches only his pocket, he said.

Mr. Gossage then dealt with the question: "Should a union shop be permitted such as exists in the United States under the Taft-Hartley Act, where a man cannot be deprived of employment except for non-payment of dues, or should union security be confined to a compulsory check-off of dues, as in the Rand Formula?"

If Management should feel that union security is constructive in their particular situation, "I would incline myself to a compulsory check-off of dues," he said, "but I can see no compelling reason for legislative interference with bargaining in this particular area."

The only justification for legislative interference with union security provisions lies in the safeguarding of the rights of the individual, he declared. Recent cases have shown that the remedies available at law to an aggrieved party are not adequate to protect him effectively.

It was because this problem exists that Mr. Gossage believed legislation was necessary to forbid provisions making an individual's employment or continued employment dependent on membership in a union.

Panel Discussion

To conclude the industrial relations conference, a panel composed of three prominent lawyers discussed the papers presented by Prof. Petro and Mr. Gossage.

Prof. Maxwell Cohen, professor of law at McGill University, said the problem mentioned in Mr. Gossage's paper has four

components: (1) the problem of free association and conditions under which such associations may impose rules; (2) the opportunity for free choice by individuals; (3) the problem of maximum mobility of Capital and Labour with stability; and (4) the claims of minorities in group life.

"The presence of union security clauses is part of a larger story of the search by unions for bargaining strength; attacks on union security by some sections of Management are part of a suspicion of the whole union movement," he said.

The question of union security was, in fact, part of the larger question of the arbitrary use of power in our society, he added.

Prof. Cohen described the present position thus: "Unions are much stronger but they continue to be remarkably vulnerable; Management is far more amenable to the needs of unions than they were; and unions themselves are more conscious of the weaknesses of their constitutional mechanisms and of the need to constitutionalize power."

The term "right-to-work" was a misnomer, he concluded, "because it gives the public the impression that what we are talking about is a guarantee of work".

Raymond Caron, QC, of Montreal, declaring that Management had moved from the

defensive to the offensive, suggested that the CMA aim at complete prohibition of all union security clauses except the voluntary check-off.

"I believe Canada and the provinces should enact right-to-work laws prohibiting all forms of union security, including maintenance of membership and the Rand Formula, except the voluntary check-off," he said.

He described a collective bargaining agreement as a "compulsive" agreement because Management is compelled to bargain in good faith with a party in whose selection it has had no part.

R. V. Hicks, QC, of Toronto, thought unions' objections to right-to-work laws indicated their fear that they might not be able to maintain membership without compulsion. He also believed that unions, as employers were, should have to be "legally constituted personalities".

"A trade union is not the employees' *alter ego*; it is their bargaining agent," he said. "A trade union's true role is to represent the employees in collective bargaining; it is not designed to supplant the employee in his relationship with the employer.

"The question is: Are employees losing control of their bargaining agent?"

Conference of Representatives of TUC Unions Catering for Women

Delegates to 28th annual meeting discuss changing pattern of women's employment, participation of women in the trade union movement, equal pay for equal work, and scientific and technical education for girls

The changing pattern of women's employment, participation of women in the trade union movement, equal pay for equal work, and scientific and technical education for girls were the major subjects discussed at the 28th Annual Conference of Representatives of Unions catering for Women Workers, held in London, England, April 25 and 26, 1958.¹

The 173 women attending the meeting included 144 delegates from 48 affiliated union organizations, 10 delegates from 10 local Women's Advisory Committees,

three fraternal delegates and 16 visitors. Miss B. Anne Godwin, OBE, Chairman of the National Women's Advisory Committee, presided.

(The National Women's Advisory Committee, an advisory body of the TUC dealing specifically with the problems of working women, is composed of seven members of the General Council of the TUC and five representatives nominated by affiliated union organizations and elected at the Annual Conference of Representatives of Unions Catering for Women Workers. Local Advisory Committees are organized in the industrial centres of the country.)

The conference discussed and adopted the Advisory Committee's report for 1957-58 and passed a number of motions dealing

¹*Women Workers, Report of the 28th Annual Conference of Representatives of Trade Unions Catering for Women Workers*, London, April 25 and 26, 1958. Published by Trades Union Congress, London W.C.1.

with women's wages, educational quality for women, factory rest rooms, and part-time workers, among other subjects.

Women's membership in organizations affiliated to the TUC totalled some 1,401,400 in 1957, an increase of more than 17,000 from 1956.

Changes in Women's Employment

The remarkable changes in women's employment were stressed by the Chairman in her opening remarks. Not only has the number of women working risen greatly—eight million women were in paid employment in Britain in 1958, compared with six million in 1939—but the increase in the number of married women working has been startling. In 1950 (the first year for which statistics are available), married women in employment numbered 2,850,000; by 1956, the number had risen to 3,720,000, i.e., in that year nearly 50 per cent of all women working in Britain were married.

The economic consequences of employing married women in such large numbers were touched upon. "For years," Miss Godwin stated, "they (married women) have been the only additional source of labour available to meet the expansion of industry and the increase in production. Industry, be it noted, has expanded on women's rates of pay.

"In many homes, a comparatively high standard of living has been secured only on the basis of two incomes going into one house." The fear was expressed that should the present rising unemployment trend continue, the position of married women in industry would be affected and with it the standard of living in many homes.

Participation of Women in Trade Unions

The vital need for greater participation by women in the trade union movement was emphasized by many delegates. The report of the Advisory Committee outlined a number of events undertaken during the year by local women's committees to interest women in joining the ranks of organized workers. One of these was "Festival of Women" held at Wembley in June 1957.

Because delegates thought that interest alone was not enough and that women should play as large a part as possible in the trade union movement, the conference requested the appropriate body in the TUC, in co-operation with the Women's Advisory Committee, to consider "what measures should be taken to encourage Trades Councils to undertake activities which will attract women to participate".

Equal Pay for Equal Work

A motion dealing with equal pay expressed alarm at the "continued policy of the employers in refusing to concede the principle of equal pay for equal work or the rate for the job". Although the principle had been accepted for some administrative workers, civil servants, teachers and local government workers, progress in the industrial field was not satisfactory.

One of the reasons advanced for this lack of progress was that women in industry are badly organized. Individual unions should exert strong pressure in their own areas and women should be made aware of how much their unions can do for them, it was recommended.

The low level of women's wages was also discussed and the danger of "cheaper labour" in periods of unemployment was underlined. The conference expressed the opinion that the trade union movement should give special consideration to the need for a co-ordinated policy aimed at raising the whole level of women's wages.

Educational Equality

Educational equality for women was another of the conference's objectives. In particular, attention was focused on the limited opportunities offered to women to study scientific and technical subjects. This largely stemmed from the shortage of teachers of scientific and technical subjects in girls' secondary schools.

Parents also had a part to play, it was pointed out, not only in encouraging their girls to study scientific subjects but in exerting pressure on girls' schools to provide adequate training in this field.

The conference passed a motion requesting the TUC "to press the Government to take all possible steps to increase the number of qualified women teachers of science and mathematics and to see that all girls' schools are as well equipped as boys' schools for teaching" these subjects. Unless this were done, the delegates felt, the improvement of living standards in this technical and scientific age would be prejudiced.

Weekend Schools for Women in Unions

The TUC organizes eight weekend schools each year for the purpose of stimulating the interest of women members of affiliated unions in trade unionism and to encourage them to play a more active part within their own organization. The National Women's Advisory Committee regards these schools as among the most successful of its activities.

The schools are intended primarily for women new to the trade union movement but the report of the Advisory Committee shows that about one fifth of the 215 women attending in 1957 had previously attended one or more similar schools. Two weekend schools for advanced students have therefore been approved for 1958. Study in these schools will be more specialized than in the regular ones.

TUC Summer Schools

In 1957, of the 177 persons attending TUC summer schools, only 24 were women. Forty places are reserved for women each year and the conference expressed concern that the facilities available were not being fully used.

Among the reasons advanced for the small number of women attending these schools were that domestic duties made it difficult for married and often single women to attend classes and that many women suffered from a feeling of diffidence in attending courses with men. The con-

ference passed a motion urging women to take full advantage of the educational facilities offered by the TUC General Council and by their own individual unions.

Part-Time Workers

About three quarters of a million women were in part-time employment in Britain in 1957, and the rising trend of married women working indicates that this type of work will be more and more sought after. A motion was passed, therefore, "that in view of the number of married women who have to go out to work the conference asks the Women's Advisory Committee to investigate the opportunities for part-time work and the wages and conditions operating in part-time jobs".

Among other subjects dealt with were: the need for day nurseries for children of working mothers, for legislation regulating health, safety and welfare conditions in non-industrial employment, and for the protection of workers in occupations involving exposure to radiation, and the effects of automation on women's employment

Industrial Fatalities in Canada during First Quarter of 1958

Deaths from industrial accidents* decreased by 137 from the previous quarter. Of the 212 fatalities in the January-March period, largest number, 48, occurred in construction; 36 occurred in manufacturing

There were 212† industrial fatalities in Canada in the first quarter of 1958, according to the latest reports received by the Department of Labour. This is a decrease of 137 from the previous quarter, in which 349 were recorded, including 38 in a supplementary list.

During the first quarter there were four accidents that resulted in the deaths of three or more persons in each case. On March 5, 11 men were drowned at Laval Des Rapides, Que., when the coffer dam in which they were working collapsed under

the pressure of ice. At Angus, Ont., six civilian employees at a government explosives depot were killed when charges they were handling exploded and demolished a 100-foot-long building. Three fishermen from Port Simpson, B.C., were lost on January 6, when their fishing vessel was wrecked during a storm. On February 28, three men working on a power project on the Peribonca River, Que., were killed when the rock drill they were using struck a dynamite charge.

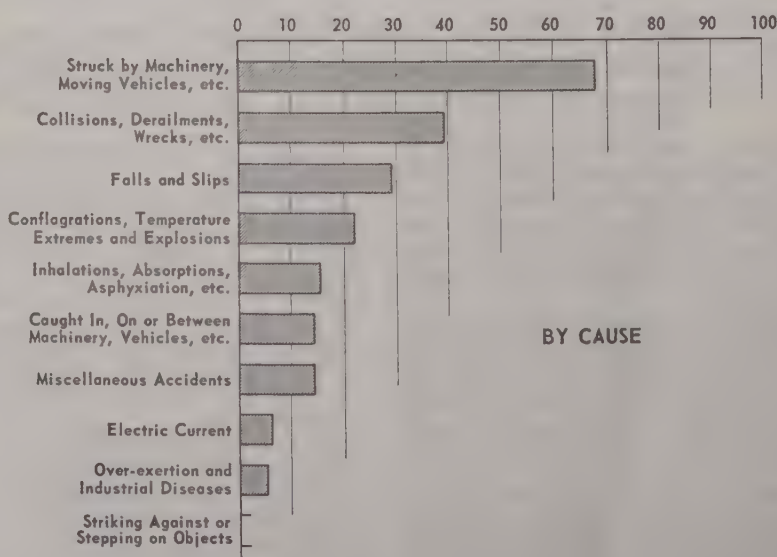
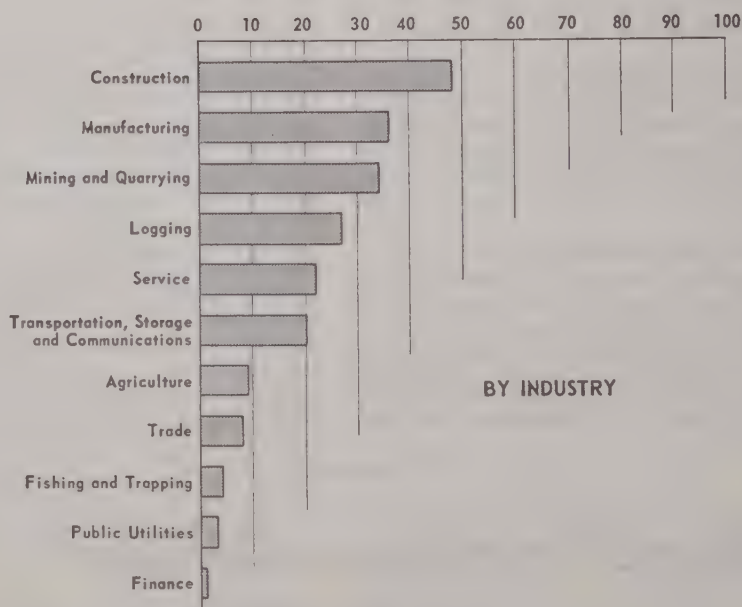
Grouped by industries (*see* chart p. 742), the largest number of fatalities, 48, was in construction. This figure includes 22 in highway and bridge construction, 16 in miscellaneous construction and 10 in buildings and structures. In the same period last year, 64 fatalities were recorded in this industry: 27 in buildings and structures, 21 in miscellaneous construction and 16 in highway and bridge construction. During the fourth

**See* Tables H-1 and H-2, page 818.

†The number of industrial fatalities that occurred during the first quarter of 1958 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 56 fatalities for which no official reports have been received.

INDUSTRIAL FATALITIES IN CANADA

First Quarter of 1958



Source: Economics and Research Branch, Department of Labour.

quarter of 1957, 85 fatalities were listed: 39 in buildings and structures, 24 in miscellaneous construction and 22 in highway and bridge construction.

In manufacturing there were 36 fatalities; of these 10 were in wood products, 9 in iron and steel and 7 in the transportation equipment group. For the same period last year, 55 deaths were reported, including 14 in iron and steel, 13 in wood products and 10 in the transportation equipment group. Work injuries during October, November and December 1957, resulted in 50 deaths, of which 10 were in each of the iron and steel and transportation equipment groups, 7 in wood products and 5 in food and beverages.

Mining accidents caused the deaths of 34 persons, 18 occurring in metalliferous mining, 9 in non-metallic mineral mining and 7 in coal mining. During the first three months last year, 43 fatalities were recorded in this industry. These included 24 in metalliferous mining, 13 in non-metallic mining and 6 in coal mining. In the fourth quarter of 1957, 57 deaths were reported: 34 in metalliferous mining, 14 in coal mining and 9 in non-metallic mining.

Accidents in logging resulted in the deaths of 27 persons during the first quarter of 1958, a decrease of 6 from the 33 that occurred during the same period last year. In the fourth quarter of 1957, 32 lives were lost in this industry.

In the service industry, accidents were responsible for the deaths of 22 persons; this is an increase of 3 from the 19 recorded during each of the first and fourth quarters of 1957.

During the quarter, accidents in the transportation industry resulted in the deaths of 20 persons including, 9 in steam railways, 6 in local and highway transportation and 4 in water transportation. For the same period of 1957, 56 deaths were reported, of these, 22 occurred in local and highway transportation, 16 in steam railways and 15 in water transportation. During October, November and December 1957, 57 deaths were recorded, of which 16 were in local and highway transportation, 14 in each of the steam railways and water transportation groups and 8 in air transportation.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

An analysis of the causes of the 212 fatalities recorded during the quarter (see chart 000) shows that 68 (32 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects." Within this group the largest number of deaths, 16, was caused by falling trees or limbs. Nine were caused by automobile or trucks, nine by objects falling or flying in mines or quarries and eight by cranes, derricks, other hoisting or conveying apparatus.

In the classification "collisions, derailments, wrecks, etc.," 39 fatalities were recorded. These include 20 as the result of automobile or truck accidents, 12 tractor or loadmobile accidents and 4 involving watercraft.

"Falls and slips" were responsible for 29 fatalities during the period, 26 of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 75. In British Columbia there were 37 and in Quebec 33.

During the quarter under review there were 93 fatalities in January, 53 in February and 66 in March.

A series of four articles based on the Department's recently published *Survey of Married Women Working for Pay in Eight Canadian Cities* has been published in *Asahi Shimbun*, one of the most widely circulated daily newspapers in Tokyo.

Japanese interest in this study stems from the postwar increase in the number of married women workers in that country and the problems they face in fulfilling the dual role of homemaker and worker.

Successful Rehabilitation—VIII

Eighth in a series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

This is the eighth in a series of articles illustrating that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled person not by coincidence but by a precise matching of the person to the job.

A woman who continued to work as a lining-maker and power sewing machine operator for 12 years despite the crippling effects of a rare ailment finally had to leave that type of work and was seeking other employment.

The disease, which struck her when she was 26 years old, affects the muscles and nerves of the back and spine, causing grotesque curvatures of the spine: she was bent forwards and sideways at about a 60-degree angle and had to support her head by holding it up with her hand. It did not affect the use of her legs, arms or hands, however.

As the cause of the disease is not known, a complete cure is doubtful.

The special placement officer was very much startled when she first saw the woman about 18 months ago when she reported to a National Employment Service office to file a claim because of a temporary layoff. Since her first visit, she has been interviewed on several occasions in the special placement unit and the officer has noted a remarkable progress in her condition. Through therapy treatments, she can now stand up straight, unsupported, for several minutes. Although her walking

position is the same, when seated she can sit up straight and hold her head upright without any support.

In January of this year when she again reported to the SPO, she was mentally depressed. She told the SPO that she could no longer continue as a power sewing machine operator but had to support herself. She was very despondent as she did not know what else she could do.

Her doctor was contacted before rehabilitation was considered. He told us that, as she was the eldest of eight children, during the depression she had to go to work at the age of 15 and therefore was unable to continue her education beyond Grade VIII. He assured us, however, that intellectually she was capable of holding a much more responsible job.

We then called the Dominion Business College and explained the situation to the principal. He kindly offered to give her a trial as a typist trainee for a week, free of charge. This was done, following which he reported that while her learning ability was good and her work showed promise, in his opinion she would not be acceptable to employers "as her handicap seemed to have a depressing effect on the class and might also have the same effect on an office staff, in spite of her good assets such as her pleasant manner, good speaking voice and attractive style of dress". Because of this report, the rehabilitation services were hesitant to refer her for a training course.

On her own initiative, she rented a typewriter and continued practising until she reached a speed of 30-35 words per minute. Her work was accurate and well set up. The NES then decided to train her as a telephone receptionist with typing ability as an asset. She was referred to the Crippled Civilians for training as a switchboard operator. Again, however, the training officer could not give any encouragement as to her employability, although he did say her learning ability was excellent and her pleasant manner and clear diction were definitely suitable to telephone work.

The SPO still felt convinced that the woman was employable and acceptable to employers and made several employer relations visits for this purpose. Eventually the SPO was successful in having a personnel

Continued on page 764

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

Rehabilitation Demonstration at ILO

Delegates to 42nd International Labour Conference see demonstration of U.S. rehabilitation techniques by patients of Dr. Howard A. Rusk, Director, Institute of Physical Medicine and Rehabilitation, New York

The importance of adapting to national circumstances and national policy the methods used to promote the employment of physically handicapped persons was pointed out by a recommendation adopted by the International Labour Organization in 1955. This is illustrated by the contrast between the policy followed by Great Britain and some other countries, and that favoured by United States authorities.

Dr. Howard A. Rusk, Director of the Institute of Physical Medicine and Rehabilitation, New York University, and President of the World Rehabilitation Fund, writing in the *New York Times* says that in Great Britain and some other countries of Europe the government requires that the physically handicapped shall be given priority for certain kinds of work. Employers must hire a fixed percentage of their employees from special registries of the handicapped.

Typical jobs that are thus reserved are running elevators and looking after parking lots.

Brazil is now considering the establishment of such a compulsory quota system.

In the United States, on the other hand, most authorities on rehabilitation are strongly opposed to such a plan, Dr. Rusk says. They assert that the emphasis should be on ability rather than on disability; and they contend that to guarantee employment for those who suffer physical disability serves as a deterrent to rehabilitation and individual initiative.

They argue that the method provides no incentive to the disabled person to improve himself or to the employer to make the most of disabled workers. Instead of this the American authorities favour the methods laid down by the President's Committee on Employment of the Handicapped.

In this system the underlying idea is that nearly all handicapped persons, even those severely handicapped, can become productive workers if properly rehabilitated, trained and placed in the right kind of jobs. As evidence of the slower but more effective results of this system its exponents contend that physically handicapped workers are suffering less in the

present recession in the United States than in previous periods of the kind.

To show the results that can be obtained by the methods of rehabilitation used in the United States, a special demonstration was given to delegates to the 42nd International Labour Conference in Geneva by Dr. Rusk and two of his former patients.

One of the patients, Paul Francolon, a French jockey and twice winner of the Grand Prix, broke his back in a racing accident in 1946. After spending seven years in bed he came to New York for treatment, and learned to walk with braces and crutches. Since returning to Paris five years ago he has been employed at one job.

The other patient, Steve Kalcandis, a former major in the Greek air force, became paralysed as a result of a flying accident.

The purpose of the demonstration, the idea of which originated with David A. Morse, Director General of the ILO, was to impress upon the delegates the social and economic possibilities of rehabilitation of the physically handicapped.

* * *

A further step towards rehabilitating the handicapped in Canada has been taken with the opening in Toronto of Operation Reliance Limited, according to an article in *Industrial Canada* for May 1958.

The firm has a twofold task—giving employment to handicapped persons and training them to take positions on a competitive basis with persons who are not handicapped. The plant can employ 30 persons at a time.

Management has indicated that Operation Reliance is not looking for charity to carry on its work. It is in the industrial field on a competitive basis and intends to remain so.

At the present time the firm has four contracts to make parts for plastic windshields for motor launches, parts for assembling charcoal broilers, and other items.

The company is patterned after a U.S. firm, Abilities Incorporated, which was started in 1952. Today that company has more than 300 handicapped persons on its payroll. It began with four.

65th Annual Meeting of the National Council of Women

"Women in the world of work," one of reports discussed, outlined four topics for study by local councils: equal pay legislation, household workers who "live in," married women working, and vocational training

A report on "Women in the world of work" by the trades and professions committee of the National Council of Women was discussed at the Council's 65th annual meeting, in Vancouver, B.C., June 5 to 11.

In her report, Miss Eleanor Morley, Chairman of the committee, drew attention to the changing pattern of women's employment in Canada. "One of the most striking changes in the composition of Canada's labour force over the last 20 years has been the increasing participation of married women in paid employment," the report stated.

"Education and vocational training have had an important influence on women's employment. Women generally have been quoted as unwilling to take vocational training and education for the professions. It is now an established fact that many women will be in the labour force for most of their adult lives, excepting during child-bearing and child-rearing. Even though their immediate sights may be set on marriage, young women must be encouraged to seek further education and training in a specific profession or occupation."

The report of the trades and professions committee outlined the four broad areas suggested for study by the local councils during the year. These were:

1. Equal pay legislation, with a view to promoting it in provinces where it does not exist and to examining its effectiveness in provinces where it does.

2. Household workers employed on a "living-in" basis. Difficulties in finding persons willing to become household workers. Promoting coverage of these workers by the Unemployment Insurance Act and the Workmen's Compensation Act.

3. Married women working. Examination of the special problems confronting the married woman with a job outside the home.

4. Vocational training facilities. Promoting improvement of facilities for the training of both young and older women in skilled occupations.

Reports from local councils showed that the suggested subjects received attention in many parts of the country.

The Edmonton Local Council reported the introduction of Equal Pay Legislation in Alberta in 1957 "after several years of... concentrated effort on the part of interested women's groups". In Halifax and New Westminster the question of extension of Unemployment Insurance Coverage and Workmen's Compensation Benefits to household workers employed on a "live in" basis was being studied. A panel discussion on the employment of women was reported by the Vancouver Local Council. Various aspects of the question were covered, from "Her first job: How is she equipped for it?" to "The mature woman re-entering employment after a lapse of time." Resolutions were passed in May by the Calgary Local Council requesting the federal Government to re-establish courses it once provided for training and certifying household workers and to greatly expand the vocational training program to accommodate the older person as well as the young person.

The trades and professions committee is one of a number of standing committees of the National Council of Women, whose object is "to unite in a Dominion federation, for the betterment throughout Canada of conditions pertaining to the family and the state, all societies and associations of women interested in philanthropy, religion, education, literature, art or social reform."

Twenty-two nationally organized societies are now affiliated to the Council, which in 1957 had 50 local and seven provincial councils throughout the country.

During the past winter, several local councils co-operated in promoting the Department of Labour's campaign to further winter employment.

50 Years Ago This Month

Nine-hour day established in shops of Canadian Northern Railway but at cost of 2-cent-an-hour pay cut. Railway builders increase activity

A nine-hour day was established, and some skilled workers agreed to a reduction of 2 cents an hour, under a new schedule of working conditions that went into effect on May 1, 1908, for shop hands of the Canadian Northern Railway in Winnipeg.

Employees of the Ottawa Electric Railway, as a result of an agreement reached before a conciliation board appointed under the Industrial Disputes Investigation Act, received an increase in wages of 1 cent an hour, or 10 cents a day for a standard day's work. The *LABOUR GAZETTE* for July 1908 reported also that "a substantial benefit accrued to the employees of the second, third and fourth years, in having the whole instead of half the cost of their uniforms provided by the company. Some minor changes in working conditions were also agreed upon."

It was estimated that 24,000 harvesters would be needed to help in gathering the western crop, which promised to be the largest the Prairies had ever had.

"The number of men engaged on railway construction was increased during June, but the supply of labour was equal to the demand. It was estimated that in July about 9,000 men would be employed on the Grand Trunk Pacific railway alone," the *LABOUR GAZETTE* said. Some 1,000 labourers were reported to be at work on the extension to the Temiskaming and Northern Ontario Railway, grading north and west of the Abitibi River, and about 800 men were grading on the International Railway in New Brunswick.

"It was announced by the government that a railway from Saskatchewan to Hudson Bay, a distance of about 500 miles, and at an estimated cost of \$30,000 per mile, would be built," the *GAZETTE* reported.

"In connection with the carrying out of civic improvement works in the city of Winnipeg, Man., under fair wages schedules, it was recently proposed that in view of the large number of men of varying efficiency unemployed in the city the candidates offering themselves for work should be graded according to their capacity and paid accordingly," the *LABOUR GAZETTE* reported. "The proposal to abrogate the fair wages principle was not approved, and the city therefore is employing only the

more able-bodied among those presenting themselves."

It appears that "a slight difficulty" occurred between the management of the Dartmouth ferry in Halifax and the engineers employed by it. In August of the previous year the engineers had agreed to a reduction in pay from \$67 to \$65 a month because their hours were shortened. Since then their work was said to have increased and they asked that the rate of \$67 should be restored, "this being the same pay they received some 14 years ago, with 25 cents per hour for shop work".

This request evidently not being granted, four of the engineers stopped work. "This only left the chief engineer to operate the steamers, and as there was much difficulty in handling traffic, there was a consultation held between the management and the engineers on June 25, when the increase was granted and the engineers resumed work." The *LABOUR GAZETTE* adds: "The engineers had not immediately left work, as they might have done, but worked several hours so as not to have the line completely stopped. This no doubt greatly expedited the settlement."

The locomotive works and the Angus shops of the CPR in Montreal, which had been running with only a quarter of their staff for six weeks, re-opened in June 1908 as a result of orders for 150 locomotives, and 600 hands were taken on "for both night and day work".

The *LABOUR GAZETTE* reported that the Halifax city council "at its session on the 26th June unanimously granted \$500 to be expended jointly by the council and the Trades and Labour Council in entertaining the delegates to the Trades and Labour Congress of Canada at the meeting to be held in September."

In Regina a deputation representing the Trades Congress of Canada and the Regina Trades and Labour Council waited on the Government to protest against the proposed employment of convict labour in the construction of the Broad Street bridge. The Government assured the deputation that considering, as the *GAZETTE* put it, the "numbers of unemployed free men to be had," it did not intend to employ convict labour.

INTERNATIONAL LABOUR ORGANIZATION

Minister Addresses 42nd Conference

Declares Canada's most important labour legislation is that which "establishes ground rules for collective bargaining". Claude Jodoin, Worker Delegate, participates in debate on Director-General's report

Canada's most important labour legislation, Hon. Michael Starr, Minister of Labour, informed delegates to the 42nd Session of the International Labour Conference at Geneva, is not that which deals with minimum wages, hours, or even health and safety—important though these matters are.

"It is rather our legislation which encourages and establishes ground rules for collective bargaining. This legislation establishes a procedure for employers to recognize the union representing the majority of their workers and for bargaining in good faith between parties.

"Freedom of association, which has long been a fundamental right of Canadian workers, has thus been strengthened and given flesh and bones and blood. With that sort of approach to labour problems the role of the Government in labour-management relations in Canada, though important, is secondary.

"The Government is prepared to enforce and protect the workers' right of organization where necessary, although any positive action in this respect is seldom called for. It is also ready to protect each party against unfair practices by the other. It offers conciliation services when negotiations break down."

The Government provides information and statistics on various economic trends which the parties can take into consideration when they bargain, he continued, and helps to provide a generally favourable economic climate. "This includes striving to promote and maintain employment, income and investment, sound standards of social security, and various types of safety and protection measures," matters that cannot be adequately dealt with by collective bargaining.

Mr. Starr welcomed the emphasis the ILO is currently putting on its industrial relations program. "The ILO can do useful

work, I believe, in providing means for the exchange of information on methods of industrial relations in various countries," he said.

In Canada, appraisal of the way different methods of industrial relations are working out in practice is continually going on, he said, citing the grant by the Department of funds to the universities for independent research in this field. He also called attention to the current study of Ontario labour relations legislation by a committee of the Legislature.

In the same spirit I have recently invited employer and labour organizations to express their views on our federal legislation. This constructive review of our experience is a vital part of our search for better patterns of industrial relations, and in this spirit also we are very much interested in a new approach the ILO may be making in its expanded industrial relations program.

The rise in Canada's average standard of living has meant that more attention can be paid to groups below the average, the Minister said. "Hence, there has been an upsurge of interest in the older workers, in handicapped workers and in the problems of minority groups."

Legislation is not always the answer in dealing with these matters. "It is next to impossible, for example, to find legislation that goes all the way to providing for women workers' satisfactory wages and equality of opportunity to fill the high-paying occupations."

While commending the ILO's Conventions and Recommendations on these subjects, he warned that exclusive emphasis should not be put on this form of approach.

If we put too much reliance on the setting of legislative standards, whether at the national or international level, we are deceiving ourselves. We must also seek to achieve our aims by study and education, and by the exchange of information based on our varying types of experience.



Hon. Michael Starr
Pledges Continued Support

This is what we are doing in Canada to supplement our legislation on equal pay and fair employment practices, through publications, talks, conferences, panel discussions, films and other devices. And I believe there is a clear role for the ILO, beyond the adoption of international instruments, in promoting discussions as to how the objects of the instruments may be implemented...

Mr. Starr then presented statistics illustrating the rapid pace of Canadian economic expansion during the past 10 years. Population has increased from 12½ million in 1947 to some 17 million, and the labour force has expanded by well over a million workers to six million today. The rapid pace in economic development was reflected in rising incomes and consumption.

"A reduced tempo in economic activity began to appear in 1957, a trend that continued into 1958. Investment and employment both eased off towards the end of 1957," he said. He attributed the reduction in job opportunities to reduced demand for consumer durables and a smaller cut of pulpwood.

By early 1958 total employment fell slightly below year-earlier levels. Although employment levels held up well, unemployment rose substantially.

About half of the unemployment during the past winter was due to customary seasonal layoffs, principally from the agriculture, construction, transportation, logging, lumbering and fishing industries.

The other half developed partly from a weakening demand for labour and partly from a rapid rise in the labour force. This rapid growth in the labour force was due mainly to the 282,000 immigrants, an unusually large number who came to Canada in 1957. I am happy to say, however, that the worst seems to be over and that the situation is improving.

Mr. Starr went on to say that the Government of Canada has taken a number of "vigorous steps" to stimulate employment, mentioning that last year \$300 million was made available for building of homes; there was a reduction in personal income taxes; the period of seasonal benefits for unemployed workers was extended, and this was further extended this year.

While the number of unemployed persons in Canada was 500,000 in the middle of April, the number of persons employed at that time was greater than had been the case a year earlier.

Mr. Starr complimented the ILO for its imaginative search for ways and means of providing direct assistance to countries that are developing their labour standards, and noted that he was impressed a few weeks ago by the speed and competence with which the ILO Office supplied his Department with information on how other countries were dealing with a particular administrative problem in which Canada's Labour Department was interested.

Great admiration for the fundamental objectives and activities of ILO were expressed by Mr. Starr. He pledged the "continued support of the Government and people of Canada for the ILO and the aims and objectives for which it stands".

Claude Jodoin

The "crying need" for internationally conceived capital development projects in less-developed countries, and for economic aid and technical assistance programs in the constant battles against poverty, disease and ignorance, was drawn to the attention of the delegates by Canada's Worker Delegate, Claude Jodoin, President of the Canadian Labour Congress.

"We in Canada are particularly pleased with the activities of the ILO in the newly developed nations of the world and with the realization that the scope and emphasis not only of social policy... but of the whole world picture have changed markedly since the Second World War."

The Canadian labour movement, in association with free labour everywhere, has consistently made its voice heard against colonial oppression and supported national self-determination, and welcomed the achievement of independent status by

some 20 nations containing more than one third of the world's population, Mr. Jodoin declared.

Comparatively few gains have been made in the economic and social fields, he added. "If world peace is to be maintained, the frightful gap between the have and have-not nations of the world must be narrowed and ultimately filled."

The CLC President commended the activities of the ILO in the less-developed countries, the expansion of regional activities, the new emphasis placed on industrial committee meetings and discussions and the part played in these meetings by the industrially less-advanced countries, the growth of the ILO Expanded Program of Technical Assistance and the emphasis placed on the manpower and migration programs.

The ILO contribution to the problem of labour-management relations is of great significance and we are prepared to share our experience in this field with other countries, he said. In view of the wide range of activities we cannot but welcome the renewed interest in management development and workers' education.

Because with all the goodwill in the world, with the most efficient and dedicated staff, with imaginative leadership, the ILO nonetheless cannot afford to develop any fundamental new approaches for the benefit of the new nations and member states of the organizations, he pointed out. "There is a crying need for internationally conceived capital development projects in the less-developed countries and for economic aid and technical assistance programs in the constant battle against poverty, disease and ignorance. This tremendous task must be tackled by the more fortunate member states, working through the United Nations agencies which were created for that specific purpose. And unless this problem is tackled with speed, generosity and imagination the ILO cannot hope to make a substantial contribution in the foreseeable future to the welfare of the people in newly independent nations."

Although Canada has been one of the most generous contributors, per head of population, to the international agencies responsible for rendering technical assistance and technical aid, he said, "we nonetheless feel that we are not doing enough and that a larger portion of our total national income should be channelled into economic aid projects to less-developed nations."

A vastly expanded program of capital development and economic aid is still one of the most pressing and unresolved problems facing mankind, Mr. Jodoin said.

He agreed with the remarks of Director-General Morse in his report to the conference that "the value and prestige of the ILO's work rest in large part upon the traditional research, information and standard-setting activities of the ILO. The new methods and approaches discussed in this report are necessary, and already are of proved value, since they bring the ILO's work to more people in practical ways. These new activities complete the picture, highlight it in new ways, but must never be allowed to obscure the fundamental composition and background provided by traditional work."

Mr. Jodoin said he would prefer to see the Organization take a new look at existing Conventions and Recommendations, adjust some of them to the changed and still changing conditions of the newly developing industrial society, and begin research and discussion on new standards so as to fill the gaps which obviously still exist, rather than halt its search for new standards and its expansion of the International Labour Code, as some have suggested.

The tripartite structure of the ILO lends itself admirably to this work and to the fulfilment of the basic aims and purposes of the Organization. It also gives the ILO an additional advantage over other international organizations in bringing its program closer to the great mass of the people of the world and in associating the workers' and producers' organizations in the formulation of policy and in support for budgetary expansion on the part of member states.

He concluded by assuring the delegates that the ILO "will continue to enjoy the full support of the wage earners of Canada and the organized labour movement of our country".

Chairman of Governing Body

In his speech at the opening of the Conference, Emilio Calderon Puig, Chairman of the ILO Governing Body, noted that the conference this year was being held at a time when technology, nuclear physics and the exploration of space had taken tremendous strides forward.

"Men in every part of our planet," he said, "are fearfully scanning the horizon to try to find out where these changes are leading us."

"Hitherto, the dismal truth is that their contribution towards peace and the raising of the living standards of the working masses has not equalled their contribution towards the fears and anxieties of our time. We must achieve peace within a just and human international order, or witness the

annihilation of 20th Century civilization and the cultural heritage handed down by our forefathers."

The ILO was a powerful force that could help to promote co-operation in the cause of world peace, he added.

Referring to ideological differences, he said: "Our task is not to perpetuate social inequalities and the barriers which keep countries apart, but rather to combat them with energy and determination—to enhance man's self-respect by enforcing human rights, in short, by helping to foster conditions in which the world can return to common sense and man can devote his energies to the task of peace."

Conference President

Basanta Kumar Das, Pakistan's Minister of Labour and Education, was elected president of the conference. In his address to the delegates he told them that the peoples of Asia, where more than half the world's population dwells, are emerging successfully through their struggle for political independence; they are still fighting their battles against poverty, unemployment, underemployment, inequalities, ignorance and disease.

At press time the Conference was still in session.

Ireland Tenth to Ratify Forced Labour Convention

Ireland last month ratified the ILO Convention on the Abolition of Forced Labour, the tenth nation to do so since the Convention was adopted at last year's International Labour Conference.

Ratifications by Italy of two Conventions on freedoms have also been registered. The two Conventions are: the Convention on Freedom of Association and Protection of the Right to Organize (No. 87) and the Convention on the Right to Organize and Collective Bargaining (No. 98).

Convention No. 87 has now been ratified by 33 countries, No. 98 by 33 countries.

Ratifications Now Exceed 1,800

During the last ten years the number of ratifications of ILO Conventions has risen from about 1,000 to more than 1,800.

During this brief period ratifications have increased far in excess, both numerically and proportionately, of those recorded during corresponding periods before the war.

There has also been a shift in the proportion of ratifications received from the dif-

ferent regions: a steadily increasing share of the total is being taken by Africa, Asia and the Middle East, with a corresponding decrease in the percentage (but not in figures) for Europe and the Americas.

ILO Director-General David A. Morse points out that while fewer instruments have been adopted by the International Labour Conference during the last decade than during the first and second decades of ILO's existence, "those which have been developed are, in my view, well adapted to the needs of the world social situation today and have for that reason had a particularly healthy influence on the evolution of social policy in the areas which they treat.

"It is significant that six alone of the more important of the Conventions adopted since June 1947 (the two on freedom of association and the right to organize and collective bargaining, and those on employment service, protection of wages, labour inspection and equal pay) have already received a total of 172 ratifications."

Freedom-of-Association Survey Seen Promoting Respect for Human Rights

The ILO's world-wide freedom-of-association survey "may open a new stage in international efforts to promote respect for human rights and fundamental freedoms," ILO Director-General David A. Morse told the United Nations Economic and Social Council at its 26th session. The factual

survey which is to include on-the-spot studies in ILO member countries will get underway next year, he said, recalling that the governments of the United States and USSR have asked that survey missions be sent to their countries.



An active, conscientious labour-management job-safety committee can be the most effective tool in combatting industrial accidents, according to Arthur Francis, Accident Prevention Director of the British Columbia Workmen's Compensation Board, and a member of the Joint Forest Products Safety Committee.

At a meeting of the Committee in Vancouver, he said much of the success of this year's Forest Products Safety Week, which started May 12, will depend on the actions of the safety committees and the support of the 60,000 workmen in the forest products industry of B.C.

Sponsored by labour, management and government, the week was opened by the raising of no-accident flags over hundreds of operations. If an accident occurred in an operation the flag was to be lowered. For the past several years there has been an appreciable drop in the number of industrial accidents during Safety Week.

Workmen's Compensation Board accident prevention regulations state that a firm that employs more than 20 workmen must form a joint labour-management safety committee, which must hold regular meetings to discuss and implement safe-working procedures. Reports of these meetings are sent to the Board, where they are carefully checked.

Mr. Francis singled out the employers in the forest products industry as being the most safety-conscious employer group in the province. "Their efforts have helped immeasurably to reduce the accident rate from 119 accidents per million man-hours worked in 1947 to fewer than 50 in 1957.

"Labour unions too, are recognizing that their participation in safety will have a marked effect on accident rates. Many of them have taken steps in this direction," he said.

* * *

In a series of reports on plant safety, Tom McHugh, Safety and Security Officer at Fleet Aircraft Limited, Fort Erie, Ont., outlined some basic ideas of accident prevention through co-operation. He said, in part:

"Safety and its effect on the company's efficiency concerns us all. I cannot urge

too strongly that no opportunity be missed to encourage interest in our accident prevention activities. To reach our objective of an accident-free year, we need everyone to be safety minded. Success in an endeavour to promote safety comes nearer when all understand the objective and display interest.

"It has been proved that 98 per cent of accidents can be prevented, either by the person involved or by supervision, through the attitude towards safety that it builds among the employees. The success of almost completely avoiding accidents to employees is a constant challenge. Not one of us likes to feel we are less efficient than someone else, and in accident prevention work there is no need for anyone to be less efficient than the best.

"A safety program does much more than prevent accidents. It can increase production, improve employee relations and make operations more efficient. But, one thing we must all expect from a safety program is the reduction in the number of accidents."

* * *

Labour-management committees function effectively in many non-manufacturing organizations. Among establishments where such committees are particularly effective are schools, hospitals and similar institutions. A large part of the cost of operation in these establishments is in building maintenance and there are many problems requiring attention. In many cases the active co-operation and advice received from those engaged in this work through labour-management committees have helped management to reduce costs and also improve service.

A typical example of what can be done is shown in the minutes of a meeting of a committee in a Western school system, where no less than 20 different items were discussed. These items included recommendations for changes or improvements in cleaning and maintenance supplies and equipment, reports on equipment, the condition of fixtures, causes of damage, and the problems occasioned in the use of school buildings by outside organizations.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during May. The Board issued eight certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. During the month the Board received ten applications for certification, allowed the withdrawal of two applications for certification, and received one application for revocation of certification.

Applications for Certification Granted

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in the company's Data Centre at Saint John, N.B. (L.G., Feb., p. 173).

2. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of helpers, packers, warehousemen and garage employees of M. Rawlinson Limited, operating in and out of the City of Toronto (L.G., May, p. 493).

3. Brotherhood of Railroad Trainmen, on behalf of a unit of road train conductors employed by The Toronto, Hamilton and Buffalo Railway Company (L.G., May, p. 493).

4. Syndicate of Employees of Station CHRL, on behalf of a unit of employees of Radio Roberval Incorporée, Roberval, Que. (L.G., May, p. 494).

5. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and their helpers employed by Canadian Arsenal Limited at its Gun Ammunition Division, Lindsay, Ont. (L.G., June, p. 628).

6. Building Service Employees' International Union, Local 204, on behalf of a unit of janitors employed by the Canadian Broadcasting Corporation in Toronto (L.G., June, p. 628).

7. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of dispatched longshoremen employed by the Tidewater Shipping Company

Limited in the loading and unloading of coastwise vessels in the Vancouver area (L.G., June, p. 628).

8. Local M-128, United Marine Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of deck officers and marine engineers employed aboard vessels owned or operated by the Clarke Steamship Co. Limited and its associated companies: La Compagnie de Transport du Bas St. Laurent Ltée, Magdalen Islands Transportation Company, Limited, North Coast Steamship Co. Ltd., North Pioneer Steamship Co. Ltd., Gulf Ports Steamship Co. Ltd., Terra Nova Steamship Co. Ltd., La Traverse Rivière-du-Loup St. Simeon Limitée, La Compagnie de Navigation Charlevoix-Saguenay Limitée, and Inter Island Steamship Company Limited (L.G., June, p. 628).

Representation Vote Ordered

Nordair Mechanics Association Inc., applicant, Nordair Ltd., Roberval, Que., respondent, and International Association of Machinists, intervener (L.G., June, p. 628). The Board ordered a vote of the employees affected, with the name of the applicant organization only on the ballot (Returning Officer: C. E. Poirier) (A cross-application by the International Association of Machinists was rejected—see below).

Applications for Certification Rejected

1. Brotherhood of Railroad Trainmen, applicant, Ontario Northland Railway, respondent, and Order of Railway Conductors and Brakemen, intervener (L.G., May, p. 493). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. International Association of Machinists, applicant, Nordair Ltd., Roberval, Que., respondent, and Nordair Mechanics Association Inc., intervener (L.G., June, p. 628). The application was rejected for the reason that it was not supported by a majority of the employees in the bargaining unit deemed appropriate by the Board (A representation vote was ordered in a cross-application filed by the Nordair Mechanics Association Inc.—see above).

Applications for Certification Received

1. International Association of Machinists, on behalf of a unit of maintenance and ground service personnel employed by TransAir Ltd., Winnipeg (Investigating Officer: J. S. Gunn) (An earlier application affecting this same unit was withdrawn—see below).

2. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Mac-Cosham Storage and Distributing Company Limited, operating in and out of Kingston, Ont. (Investigating Officer: T. B. McRae).

3. International Association of Machinists, on behalf of a unit of employees of Pacific Western Airlines Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

4. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dew Moving and Warehousing Limited, Toronto (Investigating Officer: T. B. McRae).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1943. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

5. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 990, on behalf of a unit of employees of Superior Cartage (Lakehead) Limited, Fort William, Ont. (Investigating Officer: J. S. Gunn).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Leamington Transport (Western) Limited, operating in and out of terminals in Manitoba and Ontario (Investigating Officer: J. S. Gunn).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in its Data Centre at Montreal (Investigating Officer: C. E. Poirier).

8. Canadian Association of Nuclear Energy Technicians and Technologists, Local 1568, CLC, on behalf of a unit of technicians employed by Atomic Energy of Canada Limited, Chalk River, Ont. (Investigating Officer: G. A. Lane).

9. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed by the Poole Construction Co. Ltd., in the Yukon Territory (Investigating Officer: D. S. Tysoe).

10. Oil, Chemical and Atomic Workers International Union on behalf of a unit of employees of Eldorado Mining and Refining Limited, employed in its Port Hope refinery (Investigating Officer: F. J. Ainsborough).

Applications for Certification Withdrawn

1. International Association of Machinists, applicant, and TransAir Ltd., Winnipeg, respondent (L.G., June, p. 628) (A new application was submitted later in the month—see above).

2. American Federation of Technical Engineers, Local 169, applicant, and Atomic Energy of Canada Limited, Chalk River, Ont., respondent (L.G., June, p. 628).

Application for Revocation of Certification

W. K. Guttridge, *et al*, applicants, the International Association of Machinists, respondent, and Eastern Air Lines, Inc., respondent. The application was for revocation of the certification issued by the Board October 9, 1956, to the International Association of Machinists in respect of a unit of clerical and traffic personnel employed by Eastern Air Lines, Inc., at Montreal Airport, Montreal Ticket Office, Montreal Reservations and Communications, Uplands Airport, and Ottawa Ticket Office (L.G. 1956, p. 1543).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Construction Contractors of Whitehorse, Yukon Territory, Poole Construction Company Limited, Dawson and Hall Limited, Whitehorse, Y.T., and Local 2499, United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. S. Tysoe).

2. Hill the Mover (Canada) Ltd. and General Truck Drivers and Helpers Union, Local 31 (Conciliation Officer: D. S. Tysoe).

3. Canadian National Railways (Niagara, St. Catharines and Toronto Railway—Motormen, Conductors and Bus Operators) and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Local 846 (Conciliation Officer: F. J. Ainsborough).

4. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

5. Canadian National Railways (Atlantic and Central Regions) and Brotherhood of Locomotive Engineers (Conciliation Officers: R. Trépanier and R. Duquette).

6. Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America, Local 326 (Conciliation Officer: J. S. Gunn).

Settlements by Conciliation Officers

1. Boyles Bros. Drilling (Alberta) Limited, Yellowknife, and Western District Diamond Drillers' Union, Local 1005, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 629).

2. Trans-Canada Air Lines and Canadian Air Line Navigators' Association (Conciliation Officer: R. Trépanier) (L.G., June, p. 630).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between The Owen Sound Transportation Company Limited, Owen Sound, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 630) was fully constituted in May with the appointment of Judge W. S. Lane, Picton, as Chairman. Judge Lane was appointed in the absence of a joint recommendation from the other two members Hon. W. E. Harris, QC, Markdale, and Harold Simon, Toronto, who were previously appointed on the nomination of the Company and Union respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Railways (Atlantic, Central and Western Regions, including Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., June, p. 630) was fully constituted in May with the appointment of Hon. Mr. Justice Andre Montpetit, Montreal, as Chairman. Hon. Mr. Justice Montpetit was appointed in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and A. E. Matthews, Parry Sound, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Railways (MV *Bluenose*—Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., June, p. 630) was fully constituted in May with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed in the absence of a joint recommendation from the other two members Prof. Meagher, Halifax, and Clifford Scotton, Montreal, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in April to deal with a dispute between Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503 and 508) (L.G., June, p. 630) was fully constituted in May with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was

appointed on the joint recommendation from the other two members, C. G. Robson, Vancouver and George Home, Vancouver, who were previously appointed on the nomination of the company and union respectively.

5. The Board of Conciliation and Investigation established in April to deal with a dispute between The Packers Steamship Company Limited and the National Association of Marine Engineers of Canada Inc. (L.G., June, p. 630) was fully constituted in May with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed on the joint recommendation from the other two members, T. R. Watt, Vancouver, and Elwyn Hopkins, Vancouver, who were previously appointed on the nomination of the company and union respectively.

6. The Board of Conciliation and Investigation established in March to deal with a dispute between Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamships Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited and Sincennes-McNaughton Line Limited, La Verendrye Line Ltd.) and National Association of Marine Engineers of Canada, Inc. (L.G., May, p. 495) was fully constituted in May with the appointment of H. Carl Goldenberg, Montreal, as Chairman. Mr. Goldenberg was appointed in the absence of a joint recommendation from the other two members, Francis Gerity, Toronto, and Colin A. Gravenor, Montreal, who were previously appointed on the nomination of the company and union respectively.

Board Reports Received during Month

1. Quebec North Shore and Labrador Railway Company, and Lodge 767, International Association of Machinists, Local 96, Brotherhood of Maintenance of Way Employees and Lodge 217, Brotherhood of Railroad Signalmen of America (L.G., March, p. 271). The text of the report is reproduced below.

2. Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.) and National Association of Marine Engineers of Canada, Inc. and Canadian Marine Service Guild, Inc. (L.G., Jan., p. 69). The text of the report is reproduced below.

3. Westward Shipping Limited (MV *Britamerican*) and Seafarers' International

Union of North America, Canadian District (L.G., Feb., p. 175). The text of the report is reproduced below.

Strike Following Board Procedure

Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Steamship Company Limited and Seafarers' International Union of North America, Canadian District (L.G., April, p. 397). Strike against Canadian Pacific Railway Company (British Columbia Coast Steamship Service) only. Stoppage of work occurred May 16.

Industrial Inquiry Commission Appointed

During the month the Minister appointed E. G. Taylor, Toronto, as Industrial Inquiry Commission to mediate a dispute between the Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of North America, Canadian District (see above).

Strike following Royal Commission Report

Canadian Pacific Railway Company and Brotherhood of Locomotive Firemen and Enginemen (L.G., March, p. 256). Stoppage of work occurred May 11; work resumed May 13.

Report of Board in Dispute between

Quebec North Shore and Labrador Railway Company
and

International Association of Machinists, Brotherhood
of Maintenance of Way Employees, and Brotherhood of
Railroad Signalmen of America

The Board set up in this matter on your instructions consisted of Harold Lande, QC, Chairman, Paul S. Smith, QC, nominee of the employer, and Marc Lapointe, nominee of the employees.

Produced with the authorization to set up the Board was a memorandum of reference, signed by the parties' representatives, stating that "the only matter on which the parties are deadlocked concerns the question of rates of pay and working hours for hourly-rated employees covered by these respective collective agreements". The collective agreements referred to are the three separate agreements with the three above-mentioned unions.

The Board, in exercising its functions under Section 32 of the Act, was unable to bring about agreement between the parties in relation to the matters referred to it and therefore proceeded to hear the parties. Four meetings were held for hearing the parties' contentions and any facts they cared to lay before the Board, these hearings being held on March 4, 5, 20 and 28, 1958.

The Board subsequently met privately on April 2, 1958 and April 25, 1958, for two long sessions in an endeavour to reach a unanimous agreement, but without success. In consequence the award made herein is a majority award in which the Chairman and Mr. Paul Smith are in accord. Mr. Marc Lapointe will file a minority opinion.

The evidence at the hearing showed that the employer was a railway and common carrier operating some 360 miles of line out of Seven Islands, Quebec, to the iron mines operated by the Iron Ore Company, and its main freight traffic consists of iron ore. The railway company was built for the purpose of transporting this iron ore. The employees are represented by three separate unions, which have separate collective agreements with the Railway. Due to the exceptionally rugged and rigorous conditions of

During May, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between Quebec North Shore and Labrador Railway Company and Local 767, International Association of Machinists and Lodge 96, Brotherhood of Maintenance of Way Employees, and Lodge 217, Brotherhood of Railroad Signalmen of America.

The Board was under the chairmanship of Harold Lande, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Paul S. Smith, QC, and Marc Lapointe, both of Montreal, the nominees of the company and unions respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Smith. The minority report was submitted by Mr. Lapointe.

The text of the majority and minority reports are reproduced here.

labour in a pioneer country and the fact that the Railway operates only between seven and eight months a year, a considerably higher scale of wages was necessary to attract workers to this area. Two of the expiring contracts called for a 54-hour week during open season with overtime at time and one half for all work in excess of 40 hours per week. The evidence showed that there has been a good deal of excess overtime. The Company now proposes to

reduce the official work week to 48 hours, with overtime to be paid for all work in excess of 40 hours. The unions foresaw that the take-home pay would now be reduced, since the Railway obviously intended to reduce the total number of hours to be worked. Hence a demand for an increase in wages.

As a result of negotiations the Railway had offered the unions a two-year contract with increases in wages as follows:

		Present Rates	Hourly increase offered 11-9-57	Hourly increase offered 11-9-58
Labourer	.....	1.55	— .20c — \$1.75	— .10c — \$1.85
Machine Operator	.....	1.72	— .20c — \$1.92	— .11c — \$2.03
Carman	.....	2.16	— .20c — \$2.36	— .15c — \$2.51
Mechanic	.....	2.22	— .20c — \$2.42	— .15c — \$2.57
Machinist	.....	2.33	— .20c — \$2.53	— .16c — \$2.69

(The .20c hourly increase applies to all present rates; the 10c-16c increase in the second year on a selective basis, examples as above).

As appears from the foregoing, the increase was to be retroactive with regard to the 20¢ to September 11, 1957, and would, in fact, be greater than it would appear to be, due to the rather unusual overtime provisions in all the agreements, which provided for the payment of overtime at the rate of 1½ times for all hours worked over 40 hours in any one week or in excess of eight hours per day. Thus, for anyone who worked more than forty hours, the increase per hour beyond 40 hours in one week or eight hours in one day at time and a half would be for these overtime hours 30¢ per hour. The same reasoning would apply to the increase in the second year.

The unions based their whole case on the contention that the Railway was proposing to reduce certain hours paid for at overtime rates, which, if these were eliminated, would not give them, in their first year in any event, the same take-home pay that they had been receiving due to the long hours and so-called "excess" overtime that they had been earning. However, this is not the ordinary case of a normal work week being reduced, but is an attempt by the Railway to eliminate some overtime hours which constituted a heavy labour penalty by reason of the time-and-a-half rates of pay in cases where a shorter work week could handle the traffic volume.

On reference to the agreements, which have to be taken separately, the unions' case, which was presented on behalf of all three unions on a uniform basis, becomes very difficult to justify on an over-all basis, in that in one case, i.e., that of the International Association of Machinists, the agreement provided only for a work week of nine hours per day and 45 hours per

week. The proposal of the Railway in the new agreement was to increase this normal work week to forty-eight hours. In this case, therefore, no reduction in the normal work week is contemplated, although it is true that in the busy season the machinists habitually work a longer week. However, in none of the three agreements did the Railway guarantee any maximum work hours per day or per week. This, it appears to the undersigned, is a very important fact to be considered in arriving at a conclusion herein. If less work was available, obviously the employee on hourly rates would earn less money, and the agreements so provided.

As the case was presented at the hearing it was common ground that in the new agreements to be entered into, while certain working hours would be set out as a normal work week, i.e., 48 (with overtime over 40), the same condition would apply as had applied in the previous agreements, that is, that such working hours as were set out would not be construed as a guarantee of work hours per day or per week. If work was available, it appeared probable that overtime beyond the 48 hours would be worked, with a consequent increase in earnings, while, if work was not available, of course less hours would be worked and earnings would be proportionately reduced, which is the ordinary situation in hourly paid employment.

It appeared to the undersigned that the Railway's intention to eliminate, if possible, the penalty of excess overtime hours was a justifiable move in furtherance of economies in the operation of the railway and particularly in view of the present depressed condition of the steel industry in the United States, which is operating at less than half of capacity and which is practically the

only customer for the iron ore which forms almost 100 per cent of the freight traffic handled by this railway. It is obvious that a continuation of this depressed condition could seriously reduce the railway operations.

While it is true that certain special conditions of operation apply to this railway, operating as it does in a relatively unpopulated area and on the rugged frontier, it appeared that this had always been taken

into consideration and rates far above anything else in railway operation in Canada were and are being paid. The large increases offered further increased this disparity.

In this connection, Exhibit C-8, produced by the Railway, showed the following comparisons between the Canadian National Railways, which, of course, have equalized rates with the Canadian Pacific Railway, and the Quebec North Shore and Labrador Railway Company:

EXAMPLES—COMPARISON OF PRESENT RATES
MAJOR CANADIAN RAILWAY (CNR) AND QNS & LR

Classification (DBS)	CNR		QNS & LR	
	Rate/hr.	Basic wage per week	Rate/hr.	Basic wage per week
Machinist	1.899	\$75.96	2.275	\$ 91.00
Carman	1.80	72.00	2.17	86.80
Sectionman	(highest rate)	55.44	1.602	64.08
Section Foreman	12.845	64.25		123.00
	(per day)			(All services rendered)
<hr/>				
		Basic Wage Per Month		Basic Wage Per Month
Signal Maintainer		\$378.43		\$600.00
		(Paid for 205½ hrs. per month at 1.843/hr.)		(For 234 hrs/mon in sum- mer and 195 hrs/mon in winter)
		(All services rendered except if worked on rest day)		(All services rendered)

It must be noted, however, that these rates are the present rates and will be increased under the Railway's proposal by 20¢ per hour as of last September and a further 10¢ to 16¢ per hour during the second year of the contract, these increases being subject to the effect of overtime as above noted.

The Company in offering a two-year contract with further increases in the second year is also taking the risk that the present business recession might affect it even more adversely during the last year of the contract. Despite the rejection of the Company's offer by employees during negotiations, the Company has left its offer open for acceptance throughout the present conciliation hearing, a procedure which is not usual but indicates the employer's good faith.

In view of the foregoing and the proof offered at the hearing the undersigned consider the rates paid and the increases offered by the employer to be fair and reasonable under the circumstances. It would not be right at this time, with the current business outlook, to penalize the employer by recommending that they pay increases higher than those already offered.

In conclusion, therefore, the undersigned recommend that the Railway's offer of a two-year contract incorporating the suggested working hours and the hourly increases offered by the Railway should

be accepted by the three unions involved in this dispute and agreements signed accordingly.

The whole respectfully submitted.

(Sgd.) HAROLD LANDE,
Chairman.

(Sgd.) PAUL S. SMITH,
Member.

MINORITY REPORT

It is with considerable regret that I could not prevail on the Chairman and company nominee to render a unanimous or majority report in connection with the above dispute.

The terms of reference of the Conciliation Board were restricted to wages and reduction in hours and the retroactivity as well as the terms of the agreement to be recommended to the parties.

The salient facts adduced in evidence were the following:

1. The Company, although operating a railway system, cannot be compared to any other railway since it exists only to haul the iron ore extracted by the parent company Iron Ore. Any attempt to analyse the financial situation and returns of Quebec North Shore, then becomes illusory in terms of comparing with other railways.

2. The work to be performed by employees grouped in the three unions involved offers the characteristic of being,

because of climacteric conditions, very highly seasonal in most cases, lasting only a few months in many instances.

3. The term "work week" in the past, and to a very large extent even today, has not even a remote resemblance to what it means in ordinary collective agreements.

Evidence was adduced that many employees, in 25 weeks, did more hours than other Canadian industrial workers do in 52 weeks.

4. Earnings at first sight appear very high as compared to the Dominion Bureau Statistics for the average Canadian worker.

5. The Company reiterated by written brief and verbal representations that it was planning to reduce the number of hours for almost all employees.

6. The parties came within a matter of 7 cents per hour to settle this dispute amicably.

7. Both parties were agreed on a two-year agreement retroactive to the expiration date of the previous agreement.

8. There was no case made by the Company as against retroactivity of wages.

Company position

In its brief and argument, the Company represented that it was:

(a) planning to reduce hours;

(b) offering in order to compensate said reduced hours and to maintain the incentive to these employees to offset very difficult and abnormal working conditions, an increase of 20 cents for the current year and a further increase of from 10 to 16 cents for the second year of the proposed agreement;

(c) paying very high wages as compared to other railways and as compared to basic wages of other industrial workers.

Unions' position

(a) This railway cannot be compared to any other railway since it is not operated basically as a profit-making organization but is part and parcel of the processing of a larger company owning it.

(b) The earnings, although high, are to be explained by the recognized necessity for highly inviting remuneration in order to attract workers in the face of extraordinary hardships.

(c) The planned reduction of hours, if not fully compensated, would reduce the take home pay considerably, thereby turning away a number of workers.

(d) The offer of the Company was just about maintaining some take-home pay as long as the reduction in hours did not go too far.

(e) Since negotiations started, a sharp rise in the cost of living results in a loss of real earnings of 7 cents. (It is to be

noted that since the close of hearings, the said cost of living has jumped to a new high, making the figure of 7 cents obsolete).

Study of evidence

It appears to this member of the Board that the very fact that the Company did not, as it could have, withdrawn the offer of 20 cents and 10 cents to 16 cents indicates very seriously that it understands the necessity of offering the opportunity of high earnings in order to keep the manpower despite conditions of work capable of turning aside the majority of workers. The Company, fully recognizing that factor, had to make such an interesting offer even before a Board.

As to the contention that the nominal hourly rates are high and that on the basis of the offer and the earnings, the Company is very generous, it is quite debatable.

Many regions in Canada today offer nominal basic rates as high as those shown on the Company schedule of rates of pay, to workers not required to endure the hardships prevalent in the area where Quebec North Shore operates.

The own figures of the Company show that the offer made would normally maintain the take-home pay of the workers affected. The unions do not seem to quarrel too much with the Company on this point.

However, said offer of the Company does not take into account the loss in real earnings consequent to the increase in the cost of living and does not provide for the said increase.

Basically then, we could see that the only area of disagreement was the compensation for the cost-of-living increase, assessed at that time at 7 cents per hour.

Majority decision

My colleagues, called upon to pass on this evidence, seemed to retain only the following facts from the file: (a) high earnings, (b) the offer of the Company; and outside of the file (c) the business outlook.

I do not believe that the earnings, considering the excellent financial position of Quebec North Shore and especially of Iron Ore, and considering the very long hours put in a relatively short period of possible work in the year, and considering the hardships inherent to a job in that frontier's area, are that high. The very offer of the Company which was not withdrawn is very significant in this connection. It seems that the Company has understood the necessity for high wages much better than my colleagues did.

As to the offer of the Company, I wish to point out that the significance of this offer is to be found in the desire of this Company to reduce overtime work without

endangering the flow of manpower. For that reason, this offer only proves that the Company is desirous to maintain the take-home pay for its own good.

The business outlook, although not pleaded by the Company, is the pivotal point of my colleagues' position. They have completely ignored the value of the unions' contention that there would be a loss in real wages because of the cost of living.

It is rather disconcerting to find out as I did that the majority of this Board, despite the absence of plea by the Company to the effect that business was bad last year or would be this year attached an extreme importance to the business outlook in general.

When unions in the face of excellent business outlook, base part of their claim for increased wages and benefit on the future, they are bluntly told that increases must be geared to the year elapsed since last agreement was signed. Even though the future is rosy, they are not entitled to speculate on that to justify increases. If they turn to the past year and claim, as they could have, that since the past year was very good they should get an increase, they are met by the argument that since incapacity to pay is not alleged, they cannot adduce evidence of financial position or they are told, as in this case, that since the future seems bleak, they must forget about the argument of the prosperous past year. With that type of reasoning, they can never win.

However, the unions' basic demand in this particular instance was even more funda-

mental. In a year when the iron ore industry prospered, they say, we are accepting the Company offer which with reduced hours shall only maintain the same take-home pay, but we point out that this take-home pay shall be devaluated this year and has been for numerous months in the past, because living has cost more due to a sharp increase in the cost of living. Since this Board cannot go *ultra petita*, this claim must be maintained at the 7 cents quoted, forgetting the most recent increase in cost of living. The Chairman of this Board, who in the past seemed to be receptive to at least cost-of-living wage increases, and the company nominee have failed to understand the fundamental justification of this argument and I could certainly not follow them in their reasoning on a very debatable future business outlook which was not even alleged by the Company.

I therefore, Mr. Minister, recommend a two-year agreement from the date of expiration of last agreement with an increase in wages across-the-board of 27 cents per hour in the first year, fully retroactive to compensate for reduction of hours worked and the increase in the cost of living, and 10 cents to 16 cents an hour increases in the second year of agreement as per the company proposal.

Submitted in Montreal, this 12th day of May, 1958.

(Sgd.) MARC LAPOINTE,
Member.

Report of Board in Dispute between

Canadian National Railways (Barge and Ferry Service)
and

National Association of Marine Engineers of Canada, Inc.,
and Canadian Merchant Service Guild, Inc.

The Board of Conciliation appointed to deal with the above-cited dispute consisted of Mr. R. A. Mahoney, nominee of the company, Mr. E. Hopkins, nominee of the unions, and Mr. F. E. Harrison, Chairman.

The Board held sittings at Vancouver, B.C., with the parties concerned, jointly and separately on November 27, 1957, February 11, 17, April 21, 25 and 30, 1958.

The union representatives were as follows:
Canadian Merchant Service Guild, Inc.

Captain E. Meadows Representative
Captain Adams
Mr. E. Petterson
Mr. George Bullock Secretary

During May, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation which had been appointed to deal with matters in dispute between the National Association of Marine Engineers of Canada, Inc., and the Canadian Merchant Service Guild, Inc., and Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.).

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney and E. Hopkins, both of Vancouver, the nominees of the company and unions respectively.

The text of the unanimous report is reproduced here.

National Association of Marine Engineers of Canada, Inc.

Mr. Denis McKeown	Business Agent
Mr. F. E. MacLeod	Business Agent
Mr. E. Bjarnason	Statistician.

Canadian National Railways (Barge and Ferry Service) had as their representatives:

Mr. H. Abbott	Assistant Manager Labour Relations
Captain K. L. Crump	Labour Relations Assistant
Mr. G. A. MacMillan	Superintendent of Canadian National Steamships
Mr. L. V. Wilson	Assistant Superintendent of Canadian National Steamships.

The principal matters at issue, referred by the unions to the Board, were:

1. Hours of Labour and Weekly Leave
2. Overtime Rates
3. Annual Vacations
4. Statutory Holidays
5. Classification of Vessels
6. Wage Rates.

Altogether there are sixteen (16) deck officers and fourteen (14) engineer officers involved in this dispute.

At the sitting held on February 17 it was suggested by the Board that the representatives of the company and the unions should hold further conference in an effort to reach a mutually satisfactory solution of the matters at issue. That procedure was followed and, as a result, all but the following items were agreed upon:

1. Wages
2. Health and Welfare
3. Working Conditions
4. Termination.

The members of the Board have given careful consideration to the submissions offered by both parties to the dispute and recommend as follows:

Wages:

1. Effective September 1, 1957, all basic rates of pay for employees covered by this agreement shall be increased by 2½ per cent.
2. Effective March 1, 1958, the 2½-per-cent increase specified above shall become 5 per cent.
3. Effective October 1, 1958, the 5-per-cent increase specified in the above paragraph shall become the percentage increase negotiated at that time between the B.C. Tow-boat Owners' Association and the unions.

NOTE: In the event that an across-the-board dollar increase is negotiated between the B.C. Tow-boat Owners' Association and the unions, the dollar increase shall be converted to a percentage increase and shall

be the percentage increase referred to in this paragraph. The conversion formula shall be:

$$\frac{\text{the dollar increase} \times 100\%}{414}$$

Health and Welfare:

(a) It is recommended that the Health and Welfare Plan as outlined in the supplemental agreement to the Master Agreement of May 16, 1956, between the Non-Operating Unions and Canadian Railways will be provided for each participating employee, subject to acceptance by the Joint Employee Benefit Plan Committee. It is understood that the unions will make the necessary application, to the Committee, for inclusion in the plan.

(b) Until such benefits are available the company will pay in lieu thereof to each employee who would have been a participating employee, the sum of \$4.25 per month, effective March 1, 1958.

(c) Commencing with the month when such benefits become available, the company shall deduct \$4.25 from wages due and payable to each participating employee each month in which compensated service is rendered. The company shall each month contribute an amount equal to the amount so deducted from each participating employee.

(d) The term "participating employee" shall be defined as an employee having completed sixty (60) calendar days of service prior to March 1, 1958. Otherwise, the employee will be covered from the first of the month after completion of sixty (60) calendar days of service.

Working Conditions:

That the present agreement, including these recommendations, shall continue in force until the expiry date referred to in the final paragraph of this recommendation.

Expiry:

That the agreement between the company and the Canadian Merchant Service Guild, Inc. representing the deck officers of the company's Barge and Ferry Services at Port Mann, B.C. and Okanagan Lake, B.C., and the agreement between the company and the National Association of Marine Engineers of Canada, Inc. representing the engineer officers of the company's Barge and Ferry Service at Port Mann, B.C. and Okanagan Lake, B.C. shall bear the same expiry date as the next agreement negotiated between the B.C. Tow-boat Owners' Association and the Canadian Merchant

Service Guild and the B.C. Tow-boat Owners' Association and the National Association of Marine Engineers.

The members of the Board are appreciative of the co-operation which they have received from representatives of the unions and the company during the hearings. We are confident that the recommendations which we have made will be acceptable to

them and feel certain that an amicable agreement can be concluded upon that basis.

(Sgd.) F. E. HARRISON,
Chairman.

(Sgd.) E. HOPKINS,
Member.

(Sgd.) R. A. MAHONEY,
Member.

Report of Board in Dispute between

Westward Shipping Ltd. (MV *Britamerican*)
and

Seafarers' International Union, Canadian District

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Westward Shipping Limited and Seafarers' International Union of North America, Canadian District, was composed of Mr. Owen E. Mason, nominee of the union, Mr. Richard A. Mahoney, nominee of the employer, and Mr. F. E. Harrison, Chairman.

Sittings of the Board were held at Vancouver, B.C., on January 24 and February 4, 1958.

Subsequently, the members of the Board met apart from representatives of the parties on April 18, 22, 23 and 24.

The company was represented by Mr. D. Murray Williams, General Manager, and Mr. Jack Lord, Secretary. The union representatives were Mr. Norman Cunningham, Agent, Messrs. J. David, L. I. Lawson, I. Gibeault and John Clarke, members of the negotiating committee.

The agreement between Westward Shipping Limited and Seafarers' International Union of North America, Canadian District, affecting seventeen (17) unlicensed personnel was effective from September 1, 1955 and expired on September 14, 1957.

At the first meeting of the Board at which the interested parties were represented, Mr. Cunningham, on behalf of the union, requested the acceptance of wage rates as set out in an agreement (Exhibit 1) concluded by the Seafarers' International Union with the British Yukon Navigation Company Limited, dated October 22, 1957.

During further discussions with the representatives of the union and the company, the Board recommended that they should confer between themselves with a view

towards reaching agreement upon the matters at issue. This suggestion was accepted and, as a result, the parties concerned agreed upon all but the following items:

1. Union security and check-off
2. Division of wages of absent crew members
3. Welfare plan
4. Cargo work
5. Wages and overtime rate
6. Termination of agreement.

The Board has given careful consideration to the submissions, both oral and written, made on behalf of both parties to the dispute. It has carefully weighed the evidence and submissions presented and recommends as follows:

1. Union Security and Check-off

That Section Two (2) of Article One (1) of the agreement between Westward Shipping Limited (MV *Britamerican*) and the

During May, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Westward Shipping Ltd. (MV *Britamerican*).

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister on a joint recommendation from the other two members, R. A. Mahoney and Owen E. Mason, both of Vancouver, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Mason. The minority report was submitted by Mr. Mahoney.

The text of the majority and minority reports are reproduced here.

Seafarers' International Union of North America, Canadian District, contained in the contract which expired on September 14, 1957 should be accepted by both parties.

2. Division of Wages of Absent Members

When a vessel sails short of the full complement of unlicensed personnel the basic wages and leave of any missing crew members shall be divided among those upon whom the extra duties fall, but no overtime shall be paid except under circumstances in which overtime would normally have been paid had the full complement been carried. The division of the basic wages and leave of any absent crew member shall be made only among the other crew members who, in addition to their regular duties, perform work which would normally have been performed by the absent crew members.

3. Cargo Work

That when unlicensed crew members are required to handle drums or package cargo at the ports of Vancouver, Victoria, Port Alberni, Prince Rupert, Nanaimo and Seattle, they shall be paid their regular wage if watch on deck, or time and one half their regular wage if watch below plus whatever sum is necessary to bring these rates up to the prevailing coastwise long-shore rate of pay (i.e., straight time for watch on deck, overtime for watch below). At other ports the rates of pay for the above-mentioned work shall be regular rates of pay for watch on deck and time and one half the regular rate of pay for the watch below.

4. Overtime Rate

That the wage for overtime work be computed at the rate of time and one quarter of the basic wage structure.

5. Welfare Plan

That the company shall contribute an amount equivalent to twenty cents (20 cents) per man per day worked to the

Welfare Plan of the Seafarers' International Union, such sum to be remitted to the union.

6. Wages

(a) That the company should award an increase of sixteen (16) percentum to all unlicensed personnel based upon the wage scale existing on September 14, 1957 and be effective from that date.

(b) That an additional advance of eight (8) percentum be granted to all unlicensed personnel based upon the wage rates in force on September 14, 1957, this increase to be effective from September 14, 1958 and to continue until the expiry of the proposed agreement.

7. Termination

That a contract be entered into between Westward Shipping Limited (MV *Brit-american*) dated September 15, 1957 for a period of two (2) years from that date and to expire on September 15, 1959.

Respectfully submitted,

(Sgd.) F. E. HARRISON,
Chairman.

(Sgd.) OWEN E. MASON,
Member.

Minority Report

The undersigned concurs with the recommendations of the other Board members with the exception of the wage increases and the welfare plan. I consider an advance of twelve (12) percentum in wage rates as of September 15, 1957, and a further increase of five (5) percentum (based on the present wage scale) as of September 15, 1958, to be a fair and adequate award.

Regarding welfare—in view of the fact that part of the present wage is used for welfare by joint agreement between the parties, I do not feel that there should be any additional obligation upon the company to contribute to a welfare plan.

Yours faithfully,

(Sgd.) R. A. MAHONEY,
Member.

Successful Rehabilitation

(Continued from 744)

officer of a well-known Toronto firm interview her. He had been forewarned of her appearance but when he called the SPO, no mention was made of her handicap at all, except to say that she appeared perfectly normal when seated, and that they were interested in her ability to type and

to relieve on the switchboard. They also suggested training her as an addressograph operator. Generally, they were favourably impressed and hired her to begin work within a few weeks.

Since her placement with this firm, she is doing an outstanding job as a full-time switchboard operator.

LABOUR LAW

Changes in 1958 in Canadian Workmen's Compensation Laws

Seven provinces amend workmen's compensation legislation. Greater degree of uniformity now exists in rates of compensation for disability

At the 1958 sessions of the provincial Legislatures, the Workmen's Compensation Acts of Manitoba, Newfoundland, New Brunswick, Nova Scotia, Ontario, Prince Edward Island and Saskatchewan were amended. Two important changes were made with respect to compensation for disability, making for a greater degree of uniformity in the Acts.

In New Brunswick, the rate of compensation for disability was raised from 70 to 75 per cent of earnings. When this amendment goes into force on January 1, 1959, compensation for disability will be paid in all provinces but Nova Scotia on the basis of 75 per cent of average earnings. In Nova Scotia, the rate is 70 per cent.

In Prince Edward Island, the maximum annual earnings on which compensation is based were increased from \$2,700 to \$3,000. With this change, the ceiling on earnings under the Acts now ranges from \$3,000 to \$5,000. In four provinces it is \$3,000; in one \$3,500; in three, \$4,000; and in two (Ontario and Saskatchewan) \$5,000.

Widows' and Children's Pensions

Widows' and children's pensions were increased in Manitoba, and the increases were made retroactive in effect so that they apply to all beneficiaries receiving compensation on April 10, 1958, when the amendments to the Act became effective. The monthly allowance to a widow or invalid widower was raised from \$50 to \$65, and the payment in respect of a dependent child under 16 years was raised from \$20 to \$25. Both of these changes were recommended as "matters of an urgent character" in the interim report of the Hon. W. F. A. Turgeon, the Commissioner appointed in 1957 to inquire into the Manitoba Act. In addition to the increases recommended by the Commissioner, an increase from \$30 to \$35 in the monthly payment for an orphan child was provided for.

In line with the increases provided for, appropriate changes were made in the section of the Act that places a maximum on the amount of compensation payable in death cases. The section provides, as before, that, exclusive of burial and transportation allowances and the lump sum of \$200 to the widow, compensation may not exceed 75 per cent of the average monthly earnings of the deceased workman, subject to the exception that a widow or invalid widower must now receive \$65 a month, a consort with one child \$90, and a consort with two or more children not less than \$115 a month. The amending Act stipulates, further, with respect to a widow or widower who has three or more children, that the increases in compensation resulting from the amendments will apply, subject to the statutory limitation of 75 per cent of the workman's earnings.

The Legislature provided that the moneys necessary to provide for the increases in pensions were to be paid from the Accident Fund, except with respect to dependants of deceased workmen who were employed by the CNR, the CPR, the provincial Government, the City of Winnipeg, or the corporation of any other municipality, in which case the cost of the increases in pensions was to be borne by the employer.

In New Brunswick, all widows' pensions which were being paid according to lower scales of benefits were raised to the current level of \$50 a month, the cost to be borne by the Consolidated Revenue Fund of the province. Payment of the higher pensions began on June 1, 1958.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

In Prince Edward Island, the maximum monthly amount payable to a widow and children was increased from \$130 to \$170, enabling compensation to be paid in respect of a maximum of six children.

The Ontario Legislature authorized an increase from \$200 to \$300 in the allowance for funeral expenses, and the lump sum payment to a widow upon the death of her husband was increased by the same amount, from \$200 to \$300.

Rehabilitation

The Newfoundland Board was empowered to spend up to \$25,000 in a year in providing disabled workmen with necessary academic or vocational training. This amendment was made effective from July 1, 1957. The Board already had authority to spend up to \$15,000 in a year for the rehabilitation of injured workmen.

The New Brunswick Legislature authorized the spending of an increased amount for rehabilitation. The Board may now spend \$50,000 in a year, instead of \$15,000, for this purpose.

Medical Aid

In Ontario, as in other provinces, the Board has authority to supply artificial members and prosthetic appliances to injured workmen and to have them kept in repair or replaced, when necessary. An artificial member or apparatus which is damaged as a result of an accident arising out of and in the course of employment may also be repaired or replaced by the Board. It was provided further, in the 1958 amendments to the Act, that, where a workman is unable to work because of damage to an artificial limb or apparatus, he is entitled to compensation for the time lost from work, as though he had suffered a personal injury by accident.

In Nova Scotia, a provision permitting the continuance of a long-established arrangement in the coal mining industry, whereby deductions were made from wages for medical aid in consideration of the employers' contributions to hospitals and miners' relief societies, was repealed, effective from January 1, 1959. As in several other provinces, the Board is permitted to approve an alternative plan for medical aid to that provided in the Act. The relevant section, as re-enacted, now states that, where medical aid is being provided through an arrangement under which the employer contributes and which the Board approves, the Board may reduce the employer's assessment to the extent of the value, in the Board's opinion, of his contribution under the arrangement.

Safety and First Aid Regulations

The New Brunswick Board was empowered to make safety regulations, subject to the approval of the Lieutenant-Governor in Council, for the industries of construction, demolition and excavation and other related work. The Alberta, British Columbia, Newfoundland and Saskatchewan Boards have power to make safety regulations, and have exercised their powers to a considerable extent. This is particularly true of the British Columbia Board, which is the authority mainly responsible for safety regulation in the province.

As a means of securing compliance with its first aid regulations, which were revised and strengthened in 1957, the Ontario Board was given power to increase the amount of the assessment of an employer who has failed to live up to the requirements of the regulations. Under the same section of the Act, the Board may use this method of penalizing an employer when it considers that sufficient precautions are not taken in his plant to prevent accidents or that working conditions are not safe.

Hospitals Covered

Hospitals operated by a municipality were brought within the collective liability system in Ontario. Previous to this amendment, hospitals other than those which were municipally-operated were required to contribute to the Accident Fund. Henceforth, all hospitals in the province will be compulsorily covered by the Act. Other provinces in which hospitals are within the scope of the Act are Alberta, British Columbia, Newfoundland, New Brunswick and Saskatchewan.

Administrative Changes

In Saskatchewan, the section of the Act providing for the appointment of a Committee of Review at least once every four years to study and report on the Act and its administration was amended to strike out the provision for Workmen's Compensation Board representation on the Committee. The Committee must, as before, be equally representative of employers and organized employees. In 1954, the last occasion on which a committee was set up, a commissioner of the Board acted as chairman.

An amendment in Newfoundland, also of an administrative nature, provided that the secretary, chief medical officer and assistant medical officers of the Board should be appointed by the Lieutenant-Governor in Council (instead of by the Board), and that such officers should hold office during pleasure. Other officers may, as before,

be appointed by the Board, but appointments may only be made to posts which the Board has established with the approval of the Lieutenant-Governor in Council. As before, salaries of officers and employees of the Board are to be fixed by the Board in accordance with a scale approved by the Lieutenant-Governor in Council and are to be paid from the Accident Fund.

Silicosis

In New Brunswick, an amendment was made to the Act passed in 1955 making special provision for compensation for workmen who contracted silicosis before June 1, 1948, when it was made a compensable industrial disease under the Workmen's Compensation Act. The amendment raised the payment under the Act to a disabled workman (or his widow) from \$40 to \$50 a month, effective from June 1, 1958. Funds for this purpose are provided from the Consolidated Revenue Fund. The Act is administered by the Workmen's Compensation Board.

Yukon and Northwest Territories

Amendments were also made in 1958 to the Workmen's Compensation Ordinances of the Yukon and Northwest Territories. Under these Ordinances, the employer is liable for payment of compensation and must carry accident insurance to cover his liability or make other arrangements for the protection of his workmen satisfactory to the Commissioner of the Territory. Claims for permanent disability are determined by the Alberta Workmen's Compensation Board, which acts as Referee under both Ordinances.

Benefits are comparable to those provided for in the provincial Acts. Compensation

for disability is based on 75 per cent of the workman's average earnings, subject to maximum annual earnings of \$4,000. A widow receives a lump sum of \$300 and \$75 a month until re-marriage or death. For each dependent child under 16 an allowance of \$25 a month is payable, and an additional amount up to \$10 a month may be paid when a child is an orphan. Injured workmen are entitled to medical aid for as long as necessary during disability.

A further extension of benefits was provided for by the enactment of a provision for occupational re-training of permanently disabled workmen, to be declared in force on a date fixed by the Commissioner of each Territory. Where the Referee considers it desirable that a workman should be given training in an occupation other than the one in which he was injured, he may direct the type of training to be undertaken by the workman and order payment of the costs (including travelling and living allowances, room and board, tuition, books, tools and equipment), up to an amount not exceeding \$5,000, by the employer or insurer.

Provision was also made in both Ordinances for payment of compensation in respect of a child who is over the age of 16 and under 18 at the date of the death of the workman to enable him to attend school to the age of 18. The same change was made in several of the provincial Acts in recent years.

In the Northwest Territories Ordinance the lump sum to be paid to a widow on re-marriage was increased from \$600 to \$1,000. The same increase was provided for in the Yukon Ordinance in 1955.

Legal Decisions Affecting Labour

Quebec Court of Queen's Bench declares Rand Formula illegal under province's laws. Quebec Superior Court quashes certification order

By a unanimous decision, the Quebec Court of Queen's Bench (in appeal) confirmed the decision of the Superior Court declaring the application of the Rand Formula contrary to the laws of the province.

In the Superior Court, a writ of prohibition against a decision of the Quebec Labour Relations Board granting certification to a Steelworkers local at the Ingersoll-Rand plant at Sherbrooke was confirmed on the ground that the Board had exceeded its jurisdiction.

Quebec Court of Queen's Bench . . .

. . . unanimously rules that the application of the Rand Formula is illegal under the province's laws

On December 21, 1957, the Quebec Court of Queen's Bench (in appeal) ruled by a unanimous decision that employees who are not members of a trade union cannot be forced by terms of a collective agreement to pay union dues.

The decision of the Court confirmed the ruling of the Superior Court, rendered on September 7, 1956, which declared that

under Quebec law a compulsory check-off clause in a collective agreement was not valid (L.G. 1956, p. 1579).

The circumstances of the case briefly recalled in the reasons for judgment were as follows.

In March 1955 a collective agreement was signed between *Le Syndicat Catholique des employés de Magasins de Québec Inc.* and *La Compagnie Paquet Ltée.* Clause 2.01 of the agreement contained the provision that the employer would retain from the pay of each regular employee a sum equal to the dues fixed by the trade union for its members and would hand over monthly to the trade union the deductions so collected. Some employees protested to the company against the deductions. As the result of this protest the company stopped the transfer to the trade union of the sums retained from the wages of those workers who explicitly opposed the check-off and deposited these sums in a special bank account while waiting for the settlement of the dispute.

The union concerned brought an action against the company and by invoking the collective agreement claimed the sum of about \$3,000 deducted from the wages of the workers who were not union members. When the Superior Court rejected the union's demand, the union appealed the judgment to the Court of Queen's Bench. In appeal the judgment of the Superior Court was confirmed.

Mr. Justice Pratte noted that the defendant company pleaded, *inter alia*, that clause 2.01 of the agreement dealing with the compulsory check-off was illegal and asked the Court to declare this clause nul and void. The trial judge accepted this contention and pronounced the nullity of the said clause. This judgment was appealed by the union.

He also noted that the clause in question is usually called the Rand formula and it is one of the union security provisions. It is commonly justified on the ground that the beneficial effects of a collective agreement are not restricted exclusively to the members of the union which signed the agreement; all the employees partake in the benefits secured by the collective agreement. Since they all profit by such an agreement, then it would be just that all should bring financial help to the trade union which concluded the agreement and had to pay the expenses resulting from negotiating the agreement and supervising its execution.

The union based its appeal on the principle of liberty of collective agreements recognized by Section 21* of the Profes-

sional Syndicates Act, arguing that as the stipulation in question was not prohibited by any statutory provision it should be held valid.

In his reasons for decision, Mr. Justice Pratte stated that as the dispute was centered on the collective agreement it is in the laws regulating this kind of agreements that the solution of the dispute should be found. Then he traced briefly the evolution of laws in this matter.

Under the common law the conditions of the working contract are established by mutual agreement after being discussed between the employer and the employee.

With the development of commerce and industry it became obvious that this individual relationship was not always fair for the employee, consequently collective relationship was recommended as a proper means to improve the position of the workers.

In 1927 the Legislature added to the Professional Syndicates Act Sections 21 to 26 dealing with collective labour agreements. Section 21 defines a collective labour agreement and says that "any agreement respecting the conditions of labour not prohibited by law" may form the object of a collective labour agreement. Section 22 defines the persons who are bound by such an agreement. Reading these provisions, one can see that under this particular Act the agreement is one that is freely negotiated by the employer, and that the agreement is binding only for the employees who form part of this group that signed the agreement.

In 1944 the Legislature enacted the Labour Relations Act, which established for a collective agreement a different status from the status under the Professional Syndicates Act.

Under the Labour Relations Act, a group of employees composed of an absolute majority of the employees in an establishment does not represent any more only those who belong to this particular group (as was the case before), but such an association represents all the employees, and the collective agreement is no longer

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*Section 21 reads:

The collective labour agreement is a contract respecting labour conditions made between the representatives of a professional syndicate, or of a union, or of a federation of syndicates, on the one hand, and one or more employers, or representatives of a syndicate, union or federation of syndicates of employers, on the other hand. Any agreement respecting the conditions of labour not prohibited by law may form the object of a collective labour agreement.

purely a voluntary act on the part of the employer. As a matter of fact, according to Section 4:

Every employer shall be bound to recognize as the collective representative of his employees the representatives of any association comprising the absolute majority of his said employees, and to negotiate with them, in good faith, a collective labour agreement.

When the negotiating parties cannot agree, any of them may give notice of the dispute to the Labour Relations Board, which notifies the Minister of Labour, who appoints a conciliator (Sections 12 and 13).

If the conciliator fails then the Minister appoints a council of arbitration. Not until 12 days have elapsed after the receipt by the Minister of the report of the arbitration council, are strikes and lockouts permissible, and only then can the employer change the conditions of work of his workers without their consent (Section 24).

It should be noted that if the employer is not obliged to conclude a collective agreement, his freedom to abstain from signing is curtailed by the fact that the Act obliges him to negotiate in good faith and if the negotiations fail he faces the possibility of a strike.

Also it should be noted that the Act recognizes the freedom of the worker to belong to a trade union of his choice, or to abstain from membership, and provides sanctions against the use of intimidation or threats to induce anyone to become, refrain from becoming or cease to be a member of an association (Section 22).

The collective agreement in the dispute at bar was concluded under the provisions of the Labour Relations Act.

As already mentioned, the trade union based its appeal on the principle of freedom of agreements recognized expressly by Section 21 of the Professional Syndicates Act, which in the second paragraph says, "Any agreement respecting the conditions of labour not prohibited by law may form the object of a collective agreement." As clause 2.01 of the agreement stipulating compulsory check-off of union dues from all employees was not prohibited by any statutory provision, then, the union argued, it should be considered valid.

Mr. Justice Pratte pointed to the fact that Section 21 does not say that all agreements not prohibited could be an object of a collective agreement, but only those which concern "conditions of labour". Consequently in order to settle the dispute at bar, it should be decided first whether the agreement in question was in respect of a condition of labour. The fact that the collective agreement in question was concluded under the Labour Relations Act,

which does not contain a provision similar to the last paragraph of Section 21 of the Professional Syndicates Act, does not make much difference because Section 2(e) of the Labour Relations Act defines a collective agreement as "any arrangement respecting conditions of employment".

Another argument presented by the trade union was that the employer being free to hire whomever he desires, and all the employees covered by the collective agreement being liable to be dismissed without notice (according to the terms of their hiring contract), then nothing stood in the way of the agreement in question; and the company after accepting such an obligation should execute such an agreement, even if the trade union had no power to bind other employees but only its members.

In answering this argument Mr. Justice Pratte pointed out that the agreement of which execution the trade union insists was not concluded in a contract freely concluded under the common law, but in a collective agreement concluded under the system of the Labour Relations Act. Hence, the provisions of this Act which oblige the employer to negotiate a collective agreement and to submit to the prescribed procedure for settling disputes were not enacted to include any undertaking that the union might choose; but these provisions are destined solely to favour the conclusion of an agreement "respecting conditions of employment" (Section 2(e)).

This being so, the argument based on the principle of freedom of agreements and used by the union does not touch the very heart of the dispute, which is to find out if the engagement undertaken by the company was one of those envisaged by the Labour Relations Act to become the object of a collective agreement. In other words it is necessary to find out whether this engagement is in the category of conditions of work.

The words "conditions of employment" could be given a more or less extensive meaning according to the ideas or interests of those who use these terms. The statute does not contain any express provisions which would otherwise limit the field of a collective agreement, therefore it is necessary to find out what was the intention of the legislator in this respect. Did the legislator want to leave to the parties concerned entire liberty in this matter without other limitations except those provided by prohibitive laws, or was his intention to limit otherwise the field of collective agreement? This should be looked for, considering at the same time what was the aim of the legislator, the intentions

which the law may contain regarding this matter and legal presumptions which the interpreter has to keep in mind. Among those presumptions are the well known ones that the legislator did not want either to grant more rights or more power than is necessary to secure its will, or to modify more than was needful the former situations of law or fact.

The Labour Relations Act was enacted to regulate collective agreements, whose purpose is to provide for the worker a more equitable contract of work than that which he might be able to secure after individual discussion with the employer. All that is required in order that the employee could profit by the advantages offered under the system of collective relationship is that the parties to the collective agreement could make provisions for everything which could constitute an object of relationship between employer and employee, namely mutual obligations of the parties to the contract, the circumstances affecting these obligations and the manner of exercising the rights of the parties concerned.

It is not necessary, in order to achieve the aim contemplated by the legislator, that the employer and the representatives of the employees be able to agree to subordinate the formation of the contract to the fulfilment of a condition which has no relation to the contents of this contract, and aims exclusively at promoting the interest of the trade union at the expense of one party, the workers.

Hence, unless we find a provision in the law which indicates expressly or by implication the intention of permitting a stipulation such as that which is our concern at present, such a stipulation could not become the object of a collective agreement.

Actually, Mr. Justice Pratte continued, not only does the law not contain anything of this kind, but we cannot even find anything which would imply that the legislator contemplated in the collective agreement any arrangement regarding contractual relations for the benefit of a trade union.

The trade union, however, contended that as the collective agreement was meant to cover all the relations between the employer and employee, therefore it is impossible that the legislator intended to limit its coverage by excluding the whole field of action of the bodies formed to conclude the agreement. To support this contention the trade union invoked the case *Re Price Brothers Co. Ltd. v. Letarte* (1953) B.R. 307 (L.G. 1953, p. 895).

This argument Mr. Justice Pratte answered by pointing out that the clause in that dispute did not aim to render the

payment of union dues obligatory for all the employees (as is the position in the case at bar) but only to obligate the employer to retain union dues of employees who gave their consent and only so long as they wanted these deductions to continue. Therefore the *Price Brothers* case did not decide anything which could have any bearing on the solution of the present dispute.

To dispose of the union's contention Mr. Justice Pratte thought it necessary to investigate the role placed by law on the trade union in the formation of the collective agreement.

When we consider, he said, the Professional Syndicates Act or the Labour Relations Act, we notice that the trade union which concludes a collective agreement does not act for itself, but as a representative. In the first case, it represents only its members; in the second, it represents all the employees, its power to act on behalf of those who are not its members being given to it by law. Hence, a body endowed by law with power to act on behalf of others in concluding legal acts cannot use this power for its own personal ends and to the detriment of the interests which it has a mission to represent and to serve. This is based on the principles that the power to represent is granted in the interest of those who are represented and not of those who represent and that the powers granted by law should not be exercised for any other end than that for which these powers were granted.

In the case of a collective agreement, these principles should be applied all the more carefully, because, as the result of Section 4 of the Labour Relations Act, the position of a representative gives certain power of compulsion over the employer. Also it is apparent that the very nature of the role attributed by law to a trade union in the conclusion of the collective agreement (whether such agreement is or is not a contract, on which matter there is no need to make a pronouncement) is opposed to a stipulation of the kind which the union obtained from the company. In order to decide otherwise, it would have to be assumed that the Legislature intended to allow the representative of the employees to use against a certain number of them and for the representative's advantage a powerful weapon, the usage of which was confided to him in the interest of all. And that is not possible in the actual state of the laws of the province.

One would rightly consider, Mr. Justice Pratte added, that in the present state

of affairs it would only be just that all the employees under the collective agreement should have to contribute to the expenses incurred in negotiating such an agreement and securing its execution, and that legislation which does not allow this kind of equity does not meet the needs of the time. But this is the matter for the legislator.

Mr. Justice Pratte concluded his reasons by stating his agreement with the trial judge and declaring the engagement which the union was pressing to have implemented did not bear on the condition of employment, and considering that such an engagement could not be an object of a collective agreement it should be considered as not a valid one. He would reject the union's appeal with costs.

Mr. Justice Casey, while agreeing with Mr. Justice Pratte's conclusions, noted that in seeking the solution of the problem not too much importance should be attached to the almost indiscriminate use in Quebec labour laws of the terms "conditions of employment" and "working conditions". These terms could be distinguished and could have been used so as to make one exclude the other, but no such distinction was made and the subject matter of collective agreements includes conditions of both types. Consequently the terms "working conditions" and "conditions of employment" may be used interchangeably, and if each is given a special meaning, both are included in the subject matter of a collective agreement. In his opinion compulsory payroll deduction clauses, relating as they do to the manner of payment and being for that reason conditions of employment, may be inserted in a collective agreement; and while in certain circumstances such clauses may be open to attack they cannot be struck from a collective agreement on the pretext that they do not qualify as "working conditions".

Therefore in his opinion the problem was not whether the impugned clause is foreign to the subject matter of collective agreements and for that reason null and void, but rather whether in inserting this particular clause the union exceeded the limited authority enjoyed by it as the bargaining agent of the company's employees.

The non-union member employees have no contractual obligation towards the union. Hence, if there exists any obligation on their part to contribute to the union, such an obligation, since it does not find its source in a contract, must find its origin in the law.

Despite the silence of the special Acts it could not be assumed that the Legisla-

ture intended that unions should donate their services to non-member employees. It would be more in conformity with the law that the expenses incurred by the union in the interest of all as a bargaining agent should be borne by all who benefit by these activities. This reasoning may justify the inclusion of some kind of a compulsory contribution clause in the collective agreement. But failing the consent, express or tacit, of the employees, the scope of such clauses must be restricted to the reimbursement of the expenses incurred by the union as a bargaining agent. If the insertion of such a clause in the collective agreement is permissible at all it will be because the non-member employees are obliged by law to contribute to the expenses incurred by the union as their bargaining agent, and on condition that it be in their interest that this method of payment be set up; and, perhaps, subject to the further condition that each employee be not called upon to pay more than his fair share of the total.

Assuming that the obligation to contribute exists and that its discharge by salary deduction is in the interest of the employees, then the question arises whether on its face the disputed clause in the collective agreement in question is limited to the recovery of such expense.

To this question Mr. Justice Casey gave a negative answer. In his opinion the amount of the levy creates the presumption that it went beyond the expenses that might have been recoverable by the union, as justified for the services rendered.

Mr. Justice Casey concluded:

For these reasons and without closing the door to the possibility that in some cases a clause providing for a compulsory contribution by means of a payroll deduction by non-members to union expenses might properly form part of a collective agreement, I would dismiss this appeal.

Mr. Justice Hyde noted that the federal Industrial Relations and Disputes Investigation Act specifically permits union security provisions in collective agreements and the Ontario Labour Relations Act expressly provides for a clause of the Rand formula type.

However, there is no such provision in the Quebec Labour Relations Act. The only case dealing with any type of union security clause which the Quebec Court of Queen's Bench had to consider was *Price Brothers Co. Ltd. v. Letarte (1953)*. There is, however, a most important distinction between the disputed clause in that case and the one at bar. The *Price Brothers* case provided for a voluntary

revocable check-off of union dues from the pay of union members only. That particular case dealt with a provision that made payment of union dues by the check-off method optional at all times to the employee. Approval of such a voluntary check-off sanctioned no kind of coercion, but accepted it as a stipulation relating to the manner of payment of wages.

Under the Rand Formula the employee has no option; in order to obtain his employment he must pay the dues of the union whether he is a member or not. If he is not a member of the union, as many were not in the case at bar, the collective agreement is made not by a representative designated by him but by one designated by the Labour Relations Act. There is no express provision in the Act that would authorize the bargaining agent to make the Rand Formula type of arrangement. The union contended that such authority is implied as a "condition of employment" in the definition of "collective agreement" (Section 2(e)) and invoked the views expressed in *Price Brothers* case to support this contention. However, as already noted, the *Price Brothers* case dealt with a voluntary revocable check-off of union dues, a procedure of evident advantage to the employee. Such a deduction, like other deductions made by many employers with the approval of the employee, for saving bonds, charitable donations, etc., could be considered not as "a condition of employment" but as relating to the manner of payment of the employee's wages.

The disputed clause in the case at bar requires non-union members to pay these dues without any agreement on their part to do so and for the sole benefit of the union.

Whatever justification for the Rand Formula there may be, the fact remains that it amounts to a compulsory payment in the nature of a tax which, in the absence of universal consent, must be based on some statutory authority. Such an authority is not only lacking but it infringes Section 17 of the Professional Syndicates Act (which deals with the right of the *syndicat* to claim the assessment for three months only following the resignation of a member of a *syndicat*). In conclusion, Mr. Justice Hyde would confirm the judgment of the court below and dismiss the appeal with costs.

Mr. Justice Taschereau likewise would dismiss the appeal. The object of a collective agreement is to regulate the relations between the employees and the employer. The disputed clause is concerned with the relations between the union and the

employer. Consequently, in Mr. Justice Taschereau's opinion, Clause 2.01 is not a condition of employment in the sense of the Labour Relations Act.

Chief Justice Gaipeault concurred with the opinion of Hyde and Taschereau, J.J.

Mr. Justice Owen noted that the union acts as representative of the employees in negotiating the agreement, but it is not personally a party thereto. The union did not receive from non-member employees any express authority to insert the disputed clause in the collective agreement.

If the proposed deduction from wages was with respect to an established obligation or indebtedness on the part of the employee, the provision for the payment of such established indebtedness by deductions from wages might be considered as merely an incident of payment, dealing with manner of payment which is a matter of relations between the employer and the employee, and, therefore, a "condition of employment" within the meaning of the Labour Relations Act and might have constituted a valid clause in a collective agreement.

However, if the proposed deduction from wages is with respect to a contested or disputed obligation on the part of the employee, then such a deduction from wages is not merely an incident of payment and not a matter of relations between employer and employee, but between the employee and the union. A provision requiring the employer to make such a deduction is not a condition of employment and does not constitute a valid clause in a collective labour agreement.

If the union invokes any obligation on the part of non-member employees towards the union either by contract or by operation of law solely and the employees contest the claim, then the union must establish such obligations (both the liability and the *quantum*) on the part of the employees by legal process before turning to the subsequent step of collection.

In the case at bar the union tried to establish the obligation on the part of the non-member employees by a clause in the collective agreement.

In the circumstances the clause under consideration (2.01), in so far as it provides that non-member employees must pay an amount equal to the union dues, is not dealing with the manner of payment or relations between employer and employee, but is dealing with the creation of an obligation to contribute or relations between employee and the *syndicat*. Such a provision is not a condition of employment and in a collective labour agreement is null.

Mr. Justice Owen would dismiss the appeal with costs.

Le Syndicat Catholique des employés de Magasins de Québec Inc. v. La Compagnie Paquet Ltée (1958) B.R. No. 4, p. 275.

Superior Court of Quebec . . .

. . . declares that Quebec Labour Relations Board exceeded jurisdiction in granting certification

On January 18, 1958 the Superior Court of Quebec ruled that the Quebec Labour Relations Board violated the law and exceeded its jurisdiction in certifying a union in that it had arbitrarily excluded certain classes of employees from the unit and moreover it was doubtful whether the union in question represented the majority of employees in the bargaining unit.

The circumstances of the case as related by Mr. Justice Boulanger in his reasons for judgment were as follows.

In 1954, Local 2982 of the United Steelworkers of America applied to the Quebec Labour Relations Board for certification as a bargaining agent for the employees of the Canadian Ingersoll-Rand Company Limited in Sherbrooke. On or about February 2, 1955 this request was rejected, *inter alia*, for the lack of majority and the legal non-existence of the association which asked for certification. When in March 1955 the union asked for reconsideration of this decision the request was also rejected for the same reasons.

In spite of these two unfavourable decisions, the union presented on May 4, 1955 another request for recognition, which was rejected again on July 27, 1955 for, *inter alia*, the following reasons: the union omitted to produce with its application a copy of its constitution and by-laws; the constitution and by-laws which were presented were not those of the union but of the United Steelworkers of America (CIO); the charter which the local obtained from the central body several years ago was subsequently annulled and not replaced at the time of filing the request; granting of a charter by the central body is a necessary condition to identify the local and to allow it to act in accordance with the constitution of the United Steelworkers of America; the local had no right according to the steelworkers constitution to dissolve itself, as it claimed to do on April 20, 1955. Further, the remittance by the local to its members, after the alleged dissolution of April 20, 1955, of monetary contributions collected since the start of the organizational campaign preceding the first request for certification was a violation of the constitution and rules of the central body of the Steelworkers; the contributions which had already served as admission fees to

join the union could not be returned to its members in order to serve the second time for the same purpose.

On October 25, 1955, the local filed the fourth request for certification, which was rejected by the Board as premature and not well founded.

On November 23, 1955, the union applied for the fifth time for certification. The Company contested this request by invoking the reasons for the Board's decision of July 25, 1955. However, this time the Board, with one member dissenting, accepted the application and on February 22, 1956, Local 2982 was granted certification to represent as a bargaining agent all the employees of the said company except superintendents, foremen, assistant-foremen, office employees, lead hands, charwomen, watchmen, pattern makers, apprentices, confidential employees, as well as others who are excluded by the law. The reasons given for the Board's decision were, among others, the following.

The union had the required majority of members in the bargaining unit; before filing its last request the local received from the central office of the Steelworkers recognition as Local 2982, and a notification that a charter to this effect would be sent in the near future. When the Board by its decision of July 27, 1955 declared Local 2982 as non-existent, the organizers of the association to which the Board refused certification could return to those concerned the initiation fees and the first union dues; all membership cards to the United Steelworkers of America were signed before the filing of the application; all members who signed their cards and paid their dues were admitted as members of Local 2982 at the meeting of November 20, 1955.

The Company submitted the following arguments against the Board's decision of February 22, 1956.

The decision of the Board was illegal, arbitrary and null and constituted an excess of jurisdiction on the part of the Board; the certification was granted to a body which did not possess legal existence and which, according to the Labour Relations Act and the Board's regulations, could not be validly recognized as a bargaining agent of a unit of employees of the company; the certification was illegally granted to a body which did not fulfil the conditions provided by the Act in order to have a right to such a certification; the bargaining unit which the Board created by its decision excluded arbitrarily a body of employees and on the other hand included some employees which should not be there;

the decision of the Board sanctioned illegal and forbidden practices on the part of the non-authorized union organizers, and recognized illegally as members of the union employees who did not personally pay their admission fees and their monthly dues and who did not possess regular membership cards; the union in question did not have any right to a certificate of recognition and the decision of the Board granting certification constitutes an excess of jurisdiction, a denial of justice and is contrary to four previous decisions of the Board which each time refused to the said union such a certificate for the very same reasons. In conclusion the Company asked for a writ of prohibition, which writ was granted on March 14, 1956.

The Board and the union in question contested the action of the Company. They denied the justification in fact and in law of the Company's contentions and claimed that all the matters raised by the Company were within the exclusive power of the Board and that the Board had decided them within the limits of its jurisdiction.

The examination of the case before the Superior Court started in December 1956, but was suspended when the Board appealed to the Court of Queen's Bench the decision of the trial judge denying the Board the privilege to refuse the production in court of documents from the Board's files on the ground of public policy. The Court of Appeal by a unanimous decision confirmed the ruling of the trial judge (L.G., Dec. 1957, p. 1490).

The action before the Superior Court was resumed on November 5, 1957, and ended on December 23, 1957.

In the opinion of Mr. Justice Boulanger, the decision of the Board of February 22, 1956 granting certification to a union could only be contested by a writ of prohibition if the Board exceeded its jurisdiction. In the present state of jurisprudence, he added, it is recognized that the Labour Relations Board is a tribunal, perhaps an administrative tribunal, but nevertheless bound to act judicially and legally.

However, Section 41 (a) of the Labour Relations Act provides that the decision of the Board are not subject either to appeal, or to a revision by prerogative writs, or by a direct action according to Section 50 of the Code of Civil Procedure. The reason for this extraordinary privilege seems to be that the Board has the power to revise or revoke its own decisions.

Like any other tribunal the Board can make mistakes, but at the same time like any other tribunal the Board has to act within the limits of its prerogatives,

powers, competency and jurisdiction as conferred on it by the law. The Board cannot make the law; it exists to apply the law and not to violate the law. The Board does not create rights, it only recognizes the rights within the limits and conditions of law.

The main function of the Board is to determine whether an association which desires to be recognized as a representative of a group of employees has the right to be recognized as such. The Board has to satisfy itself of the representative character of the association and of its right to be certified. The Board issues in favour of a recognized association a certificate specifying the unit which the association has the capacity to represent. The employer has to recognize as collective representatives of his employees, the representatives of an association which embraces the absolute majority of the employees and to negotiate with them *bona fide* a collective labour agreement (the Labour Relations Act, Sections 6, 7, 9).

The Board has then the powers or jurisdiction only to find out whether the requested recognition answers the requirements of the law.

Then Mr. Justice Boulanger proceeded with the analysis of what is the meaning under the law of "association", "employee", "employer". In this connection he quoted from the Labour Relations Act, Section 2 (a), (c) and (d). Also he quoted Section 3 of By-Law No. 1 dealing with the conditions under which an employee may be recognized as a member of an association, which reads as follows:

Section 3: For the purpose of determining the representative character of an association, the conditions by which a person may be deemed member of an association, are as follows:

- (a) to be at least sixteen years of age;
- (b) to have been regularly admitted as member and to have signed a duly dated admission form;
- (c) to have personally paid an entrance or initiation fee of at least one dollar (\$1);
- (d) to be personally obliged to pay membership fees, the rate of which is not lower than fifty cents (50c.) per month;
- (e) in the case of a new member, to have personally paid the membership fees for one month at least;
- (f) in the case of a member who is already initiated, not to be more than three months in arrears in the payment of membership fees;

(g) to regularly hold an employment connected with the normal professional occupations of the employer concerning whom recognition is requested.

(h) the conditions required to establish the representative character of an association must have been complied with on or before the day of filing of the petition for recognition with the Labour Relations Board.

To find out whether or not the Board exceeded its jurisdiction it was enough, in the opinion of the Court, to examine two questions:

1. In recognizing Local 2982 of the U.S.W.A. has the Board recognized and certified an association which was not a *bona fide* group of the employees of the Company and which did not possess any legal existence?

2. In order to say that the local represented the absolute majority of the employees of the Company, did the Board eliminate illegally and without justification from the total count certain employees working under similar conditions and who had the right to be counted?

On February 2, 1955, and on March 25, 1955, the Board rejected the request for certification presented by the union because of lack of absolute majority.

On July 27, 1955, the Board rejected a similar request because of lack of regular and legal existence as a local of the Steelworkers.

On February 22, 1956, the Board (with the dissenting opinion of one member) granted the requested certification, holding that the union existed regularly and legally as Local 2982 of the Steelworkers and represented the majority of the employees of the company.

The Court, after having examined the evidence, was of the opinion that the position of the union had not greatly changed at the time when the last request for certification was filed on October 18, 1955. The union, which considers itself as a local of the Steelworkers, violated nearly all the rules of the constitution of the parent body; it was not admitted and recognized by the parent organization; it did not possess a charter; the adherence cards signed by the employees were in favour of the Steelworkers and not in favour of the local union, and the signatures on some of these cards might have been forged; since 1954, when the local started to be organized, all payments made by the so-called members as initiation fees and monthly dues amounted to \$1.50 per person, and this amount was paid not to the local

union, but to an organizer employed by the Steelworkers; on April 20, 1955, the local claimed to dissolve itself, and instead of remitting to the parent body the funds in his possession, the organizer apparently returned these funds to the members in order that they might use them to pay the admission fee and monthly dues to a new local union, and this so-called new local union presented the last request for recognition, on October 18, 1955, without requiring its members to pay other dues than \$1.50 collected in 1954. These were the main reasons why the Court considered that the union in question did not merit the certification any more on February 22, 1956 than on July 27, 1955.

Nevertheless, the Board had some kind of assurance given by a higher ranking officer that the union would be recognized by the parent organization in spite of all the violations of the constitution of the Steelworkers, under the same number as the previous Local 2982 which ceased to exist a long time ago, and which would be revived, and a charter would be granted if the union could manage to obtain the certification. Considering this assurance, the Board thought it justifiable to consider the union in question as a *de facto* association of the employees, as a local of the Steelworkers in process of being formed and assured of being accepted as such by the parent body, and as a group of employees *in potentia* having a good chance to function normally one day. The Board thought, no doubt, that even if the legality of existence of the union as a local of the Steelworkers could be considered doubtful there was adequate reason to think that the situation would probably soon be put in order.

Before reaching its decision the Board examined all the facts and documents as well as the reports of its investigators and heard the representations of the company and of the union. In doing that the Board acted within the limits of its powers. Even if the Board made a mistake in believing that the union could be recognized as a *bona fide* association of the employees, and as a local or a unit of the Steelworkers legally and regularly constituted, it did not exceed its jurisdiction.

The Court cannot substitute its own appreciation of facts and of the documents for that of the Board.

The union had the right to organize and to represent a certain class of employees. But when the union claims to represent all the hourly-paid workers of the Company, they all in fact should be represented, and the union has no right to

ask the Board, in order that it could be certified as representing the absolute majority of the employees, to exclude from the count certain categories of hourly-paid workers working under the same conditions as the others.

The Board had no right to exclude the apprentices, charwomen, watchmen, and lead hands in necessary calculations to find out whether the union represented the absolute majority of "all the hourly-paid employees" of the company.

The Act describes the meaning of the term "employee" and what are the exceptions. The Board exists to apply the law as it is, and not to violate it; the Board cannot make distinctions and exceptions which the law does not make.

In eliminating certain classes of employees from the total of "all employees hourly-paid" in order that the union might have an absolute majority which otherwise it could not have, the Board violated the law, exceeded its powers and jurisdiction and rendered an invalid decision.

Further, Mr. Justice Boulanger added, that even with the exclusion of certain classes of employees it remains very doubtful that the union represented the majority

of all the hourly-paid employees. The report of the investigators was far from being positive in this matter.

If it was only a matter of an error on the part of the Board in interpreting and appraising the figures the Court would not have the right to intervene. But the law prescribes that the employer is bound to negotiate a collective agreement only with an association representing an absolute majority of the employees. The result is that the Board is bound by the law to certify as a bargaining agent only an association which unquestionably represents the majority of the employees. Therefore if the Board manoeuvres to give a fictitious majority to an association or if the Board certifies that an association comprises the majority of employees which it is applying to represent when this fact is not clearly established, the Board is violating the law, exceeds its jurisdiction and renders a decision which is null. This, in the opinion of the Court, actually happened in the case at bar.

Canadian Ingersoll-Rand Co. Ltd. v. Commission de Relations Ouvrières de la Province de Québec et autres et United Steel Workers of America, Local 2982, et un autre, (1958) C.S. Nos. 3 & 4 p. 217.

Recent Regulations, Federal and Provincial

Minimum wage rates for female employees are increased in Nova Scotia
Annual fair wage schedule issued for Manitoba construction industry

In Nova Scotia, the new general order for women and the revised order for female beauty parlour employees set a weekly minimum of \$21.60 for Halifax and nine other large towns, \$19.20 for 33 other incorporated towns, and of \$14.40 for the remainder of the province. Another new order increased the minimum hourly rate for women employed in the fishing industry from 35 to 45 cents.

The new fair wage schedule issued in Manitoba set higher minimum rates for most construction workers and reduced the work week in a few cases.

Other regulations deal with overtime of federal prevailing rate employees and an exemption under the Saskatchewan Hours of Work Act.

FEDERAL

Financial Administration Act

Regulations under the Financial Administration Act amending the Prevailing Rate Employees General Regulations (L.G., Feb., p. 187), the Ships' Crews Regulations and the Ships' Officers Regulations (L.G., March, p. 278) were gazetted on May 14.

Among other provisions, the amendment to the Prevailing Rate Employees General Regulations provides that effective July 1, 1958, prevailing rate employees will be compensated for each completed 15-minute period of overtime. Since January 1, when the revised regulations went into force, payment has been made for each completed hour of overtime.

The overtime rates are unchanged, however. Time worked in excess of the normal number of working hours or on a first day of rest must be paid for at a rate equal to one and one-half times the rates of normal and extra pay, if any, payable for that work. Double time must be paid for time worked on a second day of rest.

Another new provision states that if a prevailing rate employee works on a holiday he may be credited with a period of compensatory leave equal to one and one-half times the number of hours actually worked. Previously, if an employee worked four hours or less on a holiday, he could be given compensatory leave equal to one twelfth of the number of hours in his standard work week, or four hours, whichever was longer. If he worked more than four hours, the employee could be granted one sixth of the number of hours in his regular work week, or eight hours, whichever was longer.

The amendments to the Ships' Crews and Ships' Officers Regulations provide that, when determining salary rates, the Treasury Board may now require an employee to be given an allowance in lieu of rations and quarters in cases where rations and quarters are not furnished during the time he is actually aboard ship. Previously, the Treasury Board could fix such an allowance only when it was the custom on a particular ship to supply rations and quarters.

PROVINCIAL

Manitoba Fair Wage Act

The annual fair wage schedule fixing minimum wages and maximum hours of work at regular rates for certain construction workers in Manitoba was gazetted on April 26, to remain in force from May 1, 1958 until April 30, 1959. Higher rates were approved for most occupations and in few cases the work week was reduced.

As previously, the schedule is in two parts. Part I applies to private construction work costing more than \$100 in the Greater Winnipeg Water District or in any city or town with a population of 2,000 or more or in any other part of the province designated by the Lieutenant-Governor in Council and to public work authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and the employer. Part II applies to public works for highway, road, bridge or drainage construction outside the city of Winnipeg.

Two sets of minimum wage rates covering 26 categories of workers are again set out in Part I. The higher or Zone "A" rates

apply to public and private work in Winnipeg and a 30-mile radius (excluding the town of Selkirk); the lower or Zone "B" rates apply to public work elsewhere in the province and to private work in cities with a population of 2,000 or more (Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Selkirk, Steinbach, Swan River and The Pas).

The 26 categories, which are unchanged, include skilled tradesmen, skilled building labourers, general building labourers, truck drivers and watchmen. One category was subdivided, however. Instead of fixing a single rate for base machine rubbers, the new schedule sets a special rate for journeymen, and four other rates which vary according to the worker's experience.

Except in the case of lathers and plasterers, whose minima remain fixed at \$2.25 and \$2.35 an hour, the Zone "A" rates are from 2 to 25 cents an hour higher, the most common increase being 15 cents an hour. On May 1, rates ranged from 95 cents an hour for watchmen to \$2.50 an hour for bricklayers, carpenter-millwrights and stonemasons. Further increases to \$2.50 and \$2.55 and \$2.20 an hour were authorized for ironworkers, licensed electrical journeymen and sheet metal journeymen effective from November 1. Journeymen plumbers and pipefitters were increased to \$2.40 an hour on May 1, with further increases to \$2.55 and \$2.60 effective May 27 and November 1.

Most of the Zone "A" rates are based on a 40-hour week. Work weeks were reduced in two cases, however. Helpers in the plumbing and pipe-fitting industry now work 40 hours a week instead of 48 and the work week of journeymen sheet metal workers has been reduced from 42½ hours to 40. The work week for building labourers remains 48 hours.

The Zone "B" rates, which, as before, are based on a 48-hour week, are from 2 to 40 cents higher for all occupations except that of machine rubber (wet), which remains \$1.20 an hour. The most common increase was 15 cents an hour. Zone "B" rates now range from \$1.20 an hour, the rate for certain machine rubbers, to \$2.20 an hour, the minimum for journeymen electricians, plumbers and pipefitters.

In Part II, where minimum wage rates are set out for 17 occupations, most of them involving the operation of road construction machinery, the rates have been increased by 5, 10 or 15 cents an hour, the most common increase being 10 cents. As a result, minimum rates for work on public roads and bridges now range from 90 cents an hour for watchmen and flagmen to \$1.50 an

hour for dragline, shovel and crane operators. Previously, the range was from 85 cents to \$1.40 an hour. Workers governed by this part are again permitted to work up to 120 hours in a two-week period at straight time rates.

Nova Scotia Female Minimum Wage Act

A new general minimum wage order for female workers and two special orders governing women employed in beauty parlours and in the fishing industry, made by the Nova Scotia Minimum Wage Board on February 12, were gazetted on May 21 to take effect on June 1. A special order dealing with summer employment in hotels, restaurants, lunch stands, etc., situated outside the cities and larger towns has been incorporated into the general order.

The general order, which has now been extended to cover all parts of the province, including employment outside the incorporated towns, which was not previously covered, establishes a minimum weekly rate of \$21.60 for Halifax and nine other cities and towns with populations of 8,000 or more, of \$19.20 in centres with populations of from about 1,000 to 8,000, and of \$14.40 in the rest of the province. Learners' rates are no longer set.

Experienced beauty parlour employees are entitled to the same weekly minimum as women governed by the general order. No minimum is fixed for students in the first three months of training but one third of the full rate must be paid in the next three months and two thirds in the final three-month period.

The order for the fishing industry increased the minimum from 35 to 45 cents an hour, at the same time discontinuing the learners' rates.

A new provision in all three orders provides that split shifts must be confined within 12 hours following commencement of work.

General Order

The new general order has a broader coverage than the former order, which was issued before the Act was extended to persons outside the incorporated cities and towns. It governs all women workers in the province except employees covered by the two special orders and persons employed as farm labourers and domestic servants.

Minimum rates continue to be fixed on a geographical basis, the province again being divided into three zones for wage-rate purposes. The zone boundaries have been re-drawn, however, to conform with the change in coverage.

Zone 1 now comprises the following cities and towns with a population of 8,000 or more: Halifax, Sydney, Glace Bay, Amherst, Dartmouth, New Glasgow, New Waterford, North Sydney, Sydney Mines and Truro.

Zone II again includes the following cities and towns with a population under 8,000: Antigonish, Bridgewater, Inverness, Kentville, Liverpool, Lunenburg, Parrsboro, Pictou, Trenton, Westville, Windsor and Wolfville. It also covers Dominion, Springhill, Stellarton and Yarmouth, which were formerly in Zone 1, and the following centres previously in Zone 3: Annapolis Royal, Berwick, Bridgetown, Canso, Clark's Harbour, Digby, Hantsport, Lockeport, Louisburg, Mahone Bay, Middleton, Mulgrave, Oxford, Port Hawkesbury, Shelburne, and Stewiacke.

Zone 3 comprises the rest of the province.

The new weekly minimum, \$21.60 in Zone 1, \$19.20 in Zone 2 and \$14.40 in Zone 3, applies to all workers governed by the order, irrespective of experience. Previously, lower rates were set for persons with less than six months experience in the type of work for which they were hired. In all three zones, the minimum for inexperienced workers was \$2 a week less during the first three months of employment and \$1 less in the next three months.

During the summer season (June 1 to September 30) female employees in hotels, tourist resorts, dine and dance halls, restaurants and lunch stands located within 20 miles of an incorporated town or city must be paid the minimum fixed for women workers in the nearest incorporated town. At other times they will be subject to the Zone 3 rate.

For an experienced worker living in Halifax or in one of the nine other cities in Zone 1, the new minimum represents an increase of \$4.80 a week over the previous minimum rate.

In Dominion, Springhill, Stellarton and Yarmouth, which were formerly in Zone 1 but are now in Zone 2, the minimum of female employees has been raised by \$2.40 a week.

Persons residing in any of the 12 towns in Zone 2 which were unaffected by the re-zoning are now entitled to \$3.40 more a week than formerly.

In the 16 towns previously listed in Zone 3 but now included in Zone 2 minimum wages are \$4.40 a week higher than before.

Learners' rates being no longer provided for, minimum wages of female employees with less than three months experience increased by \$2 a week more than those of

experienced workers and the minima of persons with from three to six months service by \$1 more.

As before, the minimum wage rates are for a maximum of 48 hours per week, or for the normal number of hours worked if less than 48. Work in excess of 48 hours, or of the usual number of hours worked as the case may be, is counted as overtime and must be paid for at the rate of time and one-half the regular rate.

The minimum for part-time workers is to be calculated by dividing the applicable weekly minimum by 48 or by the usual number of hours worked per week in the particular establishment if less than 48. As before, every part-time worker is guaranteed a minimum of four hours pay in any one day.

Where work is done on a piecework basis, no woman worker, regardless of the amount earned according to piecework rates, may receive less than the minimum rate. Previously, this provision applied only to learners in the first three months of employment.

Handicapped, female employees, by which is meant persons who, due to age or a mental or physical handicap, cannot perform the same amount of work as a normal person, may not be paid less than the minimum except with the permission of the Minimum Wage Board. As previously, each case will be dealt with separately, following a written application by the employer.

As before, all time during which a worker is required to wait for work on the employer's premises is to be counted as working time. No deduction from wages for absence from work which brings the wages of an employee below the minimum rate may exceed the value of the time lost, determined according to part-time rates.

Deductions from minimum wages for time not worked because of statutory holidays are again prohibited.

No deductions may be made from minimum wages for the use, purchase or laundering of uniforms or other special wearing apparel where these are required to be worn. If an employee is required to launder her own uniforms or other wearing apparel, she must be compensated at the prevailing laundry rates.

In place of a provision limiting the deductions that could be made from the minimum rate when board and lodging are furnished by an employer, the new order sets out maximum charges. The maximum charge for a week's board is set at \$5 and for a week's lodging \$2. Up to 25 cents may be charged for single meals. These are the

same amounts as were previously fixed as allowable deductions from the minimum rate.

The order again provides that wages must be paid promptly at regular intervals not exceeding one month.

Beauty Parlours

The occupational coverage of the beauty parlour order is unchanged. As before, it applies to women employed in establishments where hairdressing, permanent waving, manicuring and similar occupations connected with beauty culture are carried on.

Except for the retention of students' rates and a few other minor differences, the provisions of the new order for beauty parlours are the same as those of the general order described above. Wages, as before, are fixed on a zone basis and the zone boundaries, which have been re-drawn, are the same as in the general order.

Operators with more than nine months experience are entitled to the same weekly minimum as women governed by the general order, namely, \$21.60 in Zone 1, \$19.20 in Zone 2 and \$14.40 in Zone 3. This means that, as under the general order, increases in the minimum wage range from \$2.40 to \$4.80 a week, depending on the location.

As indicated earlier, lower minimum rates are again set for "beauty operator students," by which is meant persons receiving instruction and training in hairdressing, permanent waving and similar occupations. In keeping with the trend, however, the learning period has been reduced from 18 months to nine.

As before, in any establishment, the number of female employees being trained as beauty operator students may not exceed 25 per cent of the total working force covered by the Order. However, in beauty parlours where the number of persons subject to the Order is seven or fewer, two female students may be employed.

The revised order does not fix a minimum wage for the first three months of training. For the next three months, it sets a minimum of \$7.20 a week in Zone 1, \$6.40 in Zone 2 and \$4.80 in Zone 3, in each case one-third the rate for experienced employees.

In the last three months of the training period, a beauty operator student must now receive a weekly minimum of \$14.40 in Zone 1, \$12.80 in Zone 2 and \$9.60 in Zone 3, two-thirds the minima of experienced operators.

The previous order fixed a minimum rate from the beginning of the training period, but a student was not eligible for the full rate until the end of 18 months.

The rules with respect to part-time work differ somewhat from those in the general order even though the method of determining rates is the same. One difference is that part-time workers in beauty parlours are not guaranteed a minimum of four hours pay in any one day as is the case in the general order. Another is that the part-time rates apply where any regular employee works only part time during any week, as well as where operators are hired on a part-time basis.

The provisions with respect to overtime, lost time and statutory holidays remain the same as those in the general order. In line with former practice, there is no regulation with regard to waiting time.

Employers who require their operators to wear uniforms must supply them without cost to their employees. If asked to launder their own uniforms, employees must be compensated at prevailing laundry rates.

For the first time, the order for beauty parlours limits the deductions that may be made for board and lodging, fixing the same maximum rates as the general order.

The method of payment is unchanged, the order again providing that wages must be paid weekly. No employee, whether paid on a time, bonus system or any other basis, may receive less than the prescribed minimum wage.

Fishing Industry

The special order for the fishing industry applies to all women employed at washing, preparing, preserving, drying, curing, smoking, packing or adapting any kind of fish for sale, shipment or use.

Although the work week is the same, minimum wages for the fishing industry continue to be fixed on a different basis than in the other orders. Instead of weekly minimum rates varying according to the zone, the order for the fishing industry sets a single hourly rate, 45 cents, which applies throughout the province. The 45 cent-an-hour rate is the same as the rate arrived at by dividing the Zone 1 rate prescribed in the other orders (\$21.60) by 48.

The revised order, following the example of the new general order, has discontinued the learners' rates, which applied to persons with less than three months experience in the industry. As a result, the minimum of such employees has been increased by 12, 14, or 16 cents depending on the length of

service, whereas, as previously noted, the minimum of experienced workers was raised by only 10 cents.

A daily guarantee provision is again included which, unlike that in the general order, is not restricted to part-time workers. It states that no employee may be paid for less than three hours' work, or \$1.35 in any one day.

In line with former practice the fishing industry order does not lay down special provisions for handicapped employees. However, it continues to prohibit employers from paying pieceworkers less than the minimum wage regardless of the amount earned on a piecework basis.

The rules with respect to overtime and waiting time are the same as those in the general order and represent no change for employees in this industry.

The provisions with respect to board and lodging and uniforms have been revised to conform with those in the general order. One result is that women in the fishing industry are now entitled to compensation if required to launder their own uniforms.

For the first time, there is a provision requiring employees in this industry to be paid at regular intervals not exceeding one month.

Saskatchewan Hours of Work Act

The order exempting employees of rural municipalities engaged in road construction or maintenance from the overtime provisions of the Saskatchewan Hours of Work Act, which was revised last November to remove from the coverage of the order persons engaged in the storage, servicing or repair of road maintenance equipment, has now been revised to cover employees who do on-the-job repairs and servicing.

Employees engaged in any occupation in connection with the storage, servicing or repair of road construction or maintenance equipment done in the municipality warehouse or repair shop are expressly excluded from the revised order. Such employees will continue to be governed by O.C. 1837/55, which requires the payment of overtime for all hours worked in excess of 48 in the week.

The new order, which replaces O.C. 2169/57 (L.G., Jan. p. 83) was approved by O.C. 790/58, gazetted on May 16, and effective May 19.

By discontinuing a long-established practice of giving employees turkeys at Thanksgiving and Christmas an employer did not violate an agreement which required that local working conditions be maintained, a United States arbitrator recently decided. The gifts, the arbitrator held, were a gratuity over and above the stipulated compensation of the employees; giving turkeys was not a practice of the kind which became binding under the description "local working conditions".

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in April was about 15 per cent lower than March figure but 33 per cent higher than total in April 1957, statistics* show. Claims on live file down 16 per cent

The number of initial and renewal claims for unemployment insurance benefit in April was 217,500, about 15 per cent lower than the March figure of 253,338 but 33 per cent higher than the 163,519 claims filed during April 1957.

These totals approximate the number of new cases of recorded unemployment among insured persons, in that persons without a job who wish to draw benefit are required to file either an initial or a renewal claim. Invariably a certain number of initial claims are taken on behalf of those who exhaust their benefit and wish to be considered for establishment of a subsequent benefit period. Such claims do not constitute new cases.

The number of persons having a claim for Unemployment Insurance Benefit in the "live" file was 722,252 on April 30, a decline of some 137,000 or 16 per cent from the total of 859,639 on March 31. On April 30, 1957 the total was 373,609.

This year's figures include seasonal benefit claimants numbering 226,870 on April 30 and 235,051 on March 31; there were no seasonal benefit claims in the live file on April 30, 1957, the seasonal benefit period having ended on April 20. Claimants for regular benefit thus declined by 20 per cent from March to April.

Seasonal benefit claimants were down by only 4 per cent, however, and they increased in relative importance, from 27 per cent of the total on March 31 to 31 per cent on April 30.

While part of the reduction in the number of regular claimants in April is probably due to a seasonal pickup in activity, particularly construction, some of it is undoubtedly due to the fact that claimants exhausting their regular benefit have payments extended under seasonal benefit,

thus causing a shift in the distribution of the claimants under regular and seasonal benefit. The net decrease in the number of seasonal benefit claimants is accounted for by a reduction in the number of fishing claimants having a claim in the live file on April 30 (12,578) in comparison with 20,137 on March 31. Benefit entitlement for fishing claimants is relatively lower than for non-fishing claimants, coverage having been extended to fishermen only as of April 1, 1957.

Postal claimants comprised 42.4 per cent of total claimants on April 30 compared with 41.9 per cent on March 31. Seasonal claimants on April 30 were 50 per cent postal, as against 39 per cent of regular claimants in this category.

The proportion of males dropped 2.4 percentage points on April 30, when 79 per cent were male, compared with 81.4 per cent on March 31. Last year, 80.6 per cent were male. The male segment of the claimant group is more sensitive to seasonal variations because the more highly seasonal industries such as logging and construction employ mostly males.

Of all the persons having a claim in the live file on April 30, 65 per cent had been continuously on claim nine weeks or more, and close to 25 per cent had been on since early in December. On March 31 these percentages were 62 per cent and 12 per cent, respectively. Because the 1956-57 seasonal benefit period terminated on April 20, 1957, the April 30, 1957 data refer to

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

regular claimants only and, as a result, the year-to-year pattern of duration on claim is not strictly comparable.

Initial and renewal claims adjudicated during April totalled 237,375, of which 211,452 or 89 per cent were entitled to benefit. Of the 166,514 initial claims handled, 14,056 or 8 per cent were found unable to fulfil the minimum contribution requirements for either regular or seasonal benefit.

The amount paid during April (\$66.7 million) was slightly below the record of \$72.4 million for March, but was 65 per cent above the \$40.4 million paid out in April 1957. The average weekly payment was \$21.59 for April, \$21.48 for March and \$21.13 for April 1957.

Insurance Registrations

Since this year the annual renewal of insurance books takes place during May, the usual statistics on the number of insurance books and contribution cards issued to employees for the month ending April 30 are not yet available. However, the figures for May, which will be published next month, will include all persons who have been newly insured since April 1.

At April 30 employers registered numbered 303,134, an increase of 1,618 since March 31.

Enforcement Statistics

During April, 5,225 investigations were conducted by enforcement officers across Canada. Of these, 3,423 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 98 were miscellaneous investigations. The remaining 1,704 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 115 cases, 8 against employers and 107 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1066*.

Unemployment Insurance Fund

Revenue received in April totalled \$17,291,877.22 compared with \$21,327,216.42 in March and \$20,407,877.99 in April 1957. Benefits paid in April totalled \$66,653,314.04 compared with \$72,358,172.53 in March and \$40,374,683.94 in April 1957. The balance in the fund on April 30 was \$694,154,698.84; on March 31 it was \$743,516,135.66 and on April 30, 1957, \$854,607,845.71.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1510, May 1, 1958

Summary of the facts: The claimant, a married man, last worked as a carpenter in C....., Alberta, from May 1956 to October 26, 1956, at a wage of \$2.05 an hour. He made an application for benefit at the local office of the Unemployment Insurance Commission in P....., British Columbia, on November 27, 1956 and requested the dependancy rate in respect of his son Ernest, age 11 years.

In the dependancy certificate, the claimant explained that he was separated from his wife but still contributed to the support of his family who resided with her. The claim was allowed and the claimant received benefit at the dependancy rate for eighteen (18) weeks.

In a routine spot check, the district investigator called on the claimant on April 3, 1957 and on that date obtained a declaration from him to the effect that his wife and ten children had left him about ten years

ago and had not lived with him since; that three of them, including the son in respect of whom he claimed the dependancy rate, were still under 16 years of age and residing with his wife at M....., Alberta; that for most of this period he had supported his family to the extent of contributing \$60 a month; that for the last two years this money had been paid through the Family Court at C..... and that the last payment which he had made was in the amount of \$10 and was paid through the Family Court about November 1, 1956, just before he left C....., and that he thought the Unemployment Insurance Commission was sending his son his share of the benefit.

The insurance officer was of the opinion that the claimant was not wholly or mainly maintaining his alleged dependant because he had not contributed to his support since

*These do not necessarily relate to the investigations conducted during this period.

November 1, 1956, not even to the extent of the difference between the single and dependancy rate of benefit. He, therefore, reduced the claim to the single rate effective November 25, 1956, thereby creating an overpayment. The claimant was notified of this decision on May 3, 1957.

From this decision the claimant, who in the meantime had returned to C....., appealed to a board of referees on May 27, 1957. He pointed out that by court order he was required to pay the sum of \$15 a week for the support of his children, that these maintenance payments, although at present in arrears, would be required to be made by him.

The board of referees heard the case in C....., on July 11, 1957. The claimant and his lawyer were present at the hearing. The board allowed the appeal on the ground that from April 1957 to July 6, 1957, the claimant had paid \$225 to the Family Court, and the portion of this sum which could be applied to the arrears of the maintenance payments exceeded the difference between the single and dependancy rate, namely, \$23 and \$30 a week, respectively, for the eighteen (18) weeks which the claimant had been on benefit. The board expressed the view that qualification for dependancy rate surely depends upon the support given to a dependant or dependants when the claimant is employed but it did not know the statutory duty of the claimant in this respect after he became unemployed.

The Director of Insurance Branch appealed to the Umpire and requested that he decide:—

(a) Whether or not a claimant is entitled to the dependancy rate of benefit if, while on claim, he fails to contribute to the maintenance of the dependant as required by a court order although he may have complied with the court order while working;

(b) Whether or not the resumption of payments toward maintenance of the dependant in compliance with the court order, which may cover the arrears in part, has a retroactive effect on the claimant's entitlement to the dependancy rate of benefit while he was previously in receipt of benefit.

Conclusions: Sub-section 3 (a) (iii) of section 47 of the Act reads:—

(3) For the purposes of this section,

(a) a person with a dependant is

(iii) a person who maintains wholly or mainly one or more children under the age of sixteen years...

This provision is in no way ambiguous. The evidence must show that the claimant pays either the whole cost of maintenance or more than half the usual cost thereof, and whether or not a child is being wholly

or mainly maintained by a claimant at the date when a claim for benefit in respect of such child is made, is a question of fact.

Ordinarily, in determining whether a claimant is wholly or mainly maintaining the child claimed for as a dependant, the time to be considered is not the moment when the claim is made, but the time when the claimant was in employment. In the present instance, the evidence shows that the claimant, for a considerable period prior to becoming unemployed, paid \$15 a week for the support of one or more persons. As this amount obviously was sufficient to pay more than half the actual cost of maintenance of at least the person specifically claimed for as a dependant and as such person was a child under the age of 16 years, I consider that the child was a dependant of the claimant at the date when the claim for benefit at the dependancy rate in respect of such child was made.

The evidence shows also that, after becoming unemployed, that is, during the 18 weeks he was on benefit, the claimant ceased to contribute towards the support of the person or persons in respect of whom he used to pay \$15 a week while in employment and that, after resuming employment, he paid on account of arrears, from April 1957 to July 6, 1957, the sum of \$225. This amount is far in excess of the \$7 per week which in this case is the difference between the rate of benefit for a person with a dependant and that for a person without a dependant, and which the insurance officer rightly suggested that the claimant should have paid during the 18 weeks of his unemployment in order to qualify for the dependancy rate while on claim. The said amount of \$225 also indicates his good faith and supports his statement that he thought the Commission was sending his son a share of the benefit.

The Act does not define the word "maintains" and whether or not it covers a weekly, monthly or yearly contribution. The claimant's contributions if calculated on a yearly basis were more than sufficient to qualify him for the dependancy rate of benefit. Technically, it might be said that because of the claimant's failure to make payments during his period of unemployment, he had temporarily ceased to be the main support of his child, but even if this were so, I am inclined to give the claimant the benefit of the doubt in respect of his statement that he believed that something was being remitted to his son even while he remained unemployed.

Moreover, the sufficiency of the amount required to maintain a dependant within the meaning of the Act is a question of fact,

and in this case there is nothing in the record to indicate what would have been the minimum weekly contribution required to be made by the claimant in order to fulfil the requirement of being the main support of the young child who was living with his mother.

For all the above reasons, in this particular case, I am disposed to hold that the claimant was entitled to benefit at the dependance rate as from the effective date of his claim.

The existence of a court order is entirely irrelevant in deciding whether or not a person is a dependant under the Act.

The appeal is disallowed.

Decision CUB-1517, May 20, 1958

Summary of the facts: On November 25, 1957, the claimant registered for employment as a locomotive fireman and filed an initial application for benefit, stating that he had worked as such from May 27, 1957 to November 18, 1957, when he was laid off because of a shortage of work. He stated also that he had been unemployed since and that he was not on any "board for call". The employer reported that the claimant was laid off because of a reduction of staff.

On November 25, 1957 also, the claimant was instructed (on form UIC-501D) to report to the local office on December 11, 1957 and, as he did not have his insurance book, to take the book to the local office immediately he received it. The insurance book was received on December 31, 1957, the claimant turned it in on January 2, 1958 and filed a renewal claim for benefit. On the following day, the claimant filled in and produced weekly reports (form UIC-489) covering the period November 24, 1957 to December 28, 1957 and explained that the reason he did not report to the local office until January 2, 1958 was that an employee of the local office told him to bring in his book as soon as he received it and that he would not lose any benefit payments.

The claims taker, in a statement dated January 3, 1958, said that the claimant was instructed to report to the local office on December 11, 1957, as his booklet (Form UIC-501D-Direction to Report and Information for Claimants) would prove; that he was also informed that immediately he received his book from the employer to take it to the local office; that he reported on January 3, 1958 and a new claim was taken; that he refused to sign documents, demanding that his original claim of November 25, 1957 be considered valid; that he was distinctly told he would have

to report to the local office on December 11 and that he waited until his insurance book was received, which was beyond the stipulated date.

The insurance officer disqualified the claimant from receipt of benefit from November 24, 1957 to January 1, 1958, for not having made his continuing claim in the prescribed manner as required by section 147 of the Unemployment Insurance Regulations in that he had failed to show good cause for failure to report to the local office as directed by the claim officer to prove availability.

The claimant appealed to a board of referees, before which he appeared on February 6, 1958. The board, by a majority decision, disallowed the appeal on the grounds that it was satisfied the local office had instructed the claimant to report to that office on December 11, but for some reason or other, through a misunderstanding or otherwise, he did not do so until January 2, 1958, which was after he had received his insurance book from the employer (December 31, 1957). The board pointed out that the claimant admitted at the hearing that the date of December 11, 1957, was inserted in his booklet of instructions as the date for his reporting. The dissenting member commented in part: "(The claimant) admits receiving a copy of 501D and that his reporting date was marked therein as December 11, 1957. However, he read page 1 and understood that part of the clause which reads 'unless you are otherwise instructed' to mean that 'December 11' did not apply unless he had received his book by that date. Therefore, he did not report... I believe this to be a complete misunderstanding of instructions of the officer, and under the circumstances this claim should be allowed".

The claimant's Brotherhood appealed to the Umpire, mainly on the ground that he was misinformed by the local office concerning the effect any delay in depositing his insurance book might have on his entitlement to benefit.

In a letter to the local office dated April 9, 1958, the Legislative Representative of the claimant's Lodge of the Brotherhood contended that the claimant had read the instructions in the booklet referred to and noted the inserted reporting date of December 11 but regarded it as a formality as he had been told to come back to the local office when he received his insurance book from the employer; that he believed these instructions superseded the date inserted in

(Continued on page 790)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 219 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 242 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	111	\$164,154.00
Post Office	20	340,808.87
Public Works	1	6,250.00
R.C.M.P.	14	308,992.51
St. Lawrence Seaway Authority	4	274,423.84

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of \$7,159.40 was collected from 17 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 187 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Avonport Marsh N S: Hennessy & Spicer Ltd, construction of dyke and drainage. *Fort Ellis Marsh N S:* Salmon River Construction Ltd, construction of dyke; McCully & Soy Ltd, construction of drainage. *Grand Pre Marsh N S:* J G Webster Construction Ltd, construction of dyke, Wickwire Portion. *Horton Marsh N S:* Welton Construction Ltd, construction of dyke; Welton Construction Ltd, construction of drainage. *Rhynds Creek Marsh N S:* J G Webster Construction Ltd, construction of dyke; McCully & Soy Ltd, construction of drainage. *Sackville N B:* Modern Construction Ltd, construction of Tantramar River Dam. *St Malo Man:* Simkin's Construction Co Ltd, construction of dam & spillway, Rat River.

Central Mortgage and Housing Corporation

Gander Nfld: Conniston Construction Co, site improvement & planting, CMHC 5/56. *St John's Nfld:* Eastern Woodworkers Ltd, construction of housing units, FP 5/54. *Saint John N B:* M J Buckley, insulation of basements, FP 3/56. *Valcartier Que:* Bedard & Girard Ltd, construction of underground electrical distribution system, DND 8/56. *Camp Borden Ont:* Ontario Power Line Construction Co, installation of electrical distribution system, DND 13/55. *Fort William & Port Arthur Ont:* Froggett & Van der Mout, exterior painting of housing units. *Gloucester Ont:* E L Pranschke, construction of housing units & services, DND 4/58. *Toronto Ont:* Evans Contracting Co Ltd, site improvement & planting, Regent Park South, FP 1/53. *Lloydminster Sask:* George & Ellwood, *construction of concrete walks & repairs to basements, etc. *North Battleford Sask:* C M Miners Construction Co Ltd, *construction of concrete walks & repairs to basements, etc. *Saskatoon Sask:* H H Crossman, exterior painting of housing units, VR 6/49; John Bundy Construction, *construction of concrete walks & repairs to basements, etc. *Edmonton Alta:* Ideal Paving Co Ltd, *paving rear areas, Highlands Courts. *Kamloops B C:* Helge Harbest Painting Co Ltd, *exterior painting of housing units.

Department of Citizenship and Immigration

James Bay Indian Agency Ont: Pulsifer Construction Ltd, construction of Indian day school, Moose Factory Island. *Kamloops Indian Agency B C:* Floor-Lay Services Ltd, installation of floor covering, Kamloops IRS. *Kootenay Indian Agency B C:* Gordon Latham Ltd, installation of heating facilities & laundry drier, Kootenay IRS. *Yukon Indian Agency Y T:* Blanchet Bros, painting of Lower Post IRS.

Defence Construction (1951) Limited

Summerside P E I: County Construction Co Ltd, construction of control tower, RCAF Station. *Dartmouth N S*: Fundy Construction Co Ltd, construction of extension to central heating plant, *HMCS Shearwater*. *Greenwood N S*: Canadian Vickers Ltd, supply & installation of steam generating unit. *Halifax N S*: E P Electric Products Co Ltd, supply & installation of regulator controlled oil immersed selenium rectifier. *Sydney N S*: Reg H Steen Ltd, installation of steam distribution system, RCN. *Camp Gagetown N B*: Newton Construction Co Ltd, construction of POL service station. *Bagotville Que*: J O Lambert Inc, construction of control tower, transmitter & receiver bldg, RCAF Station. *Bouchard Que*: Blainville Welding & Supplies Inc, renovation to steam distribution & feedwater treatment. *St Hubert Que*: A N Bail Co Ltd, construction of control tower, RCAF Station; A N Bail Co Ltd, construction of refuelling tender garage. *Ville La Salle Que*: Montsor Ltee, construction of sports field, *HMCS Hochelaga*: Dominion Bridge Co Ltd, replacing timber crane rail columns with structural steel columns & associated shoring, etc. *Barriefield Ont*: Black & McDonald Ltd, rehabilitation of electrical services; Standard Structural Steel Ltd, supply & erection of structural steel for physical training bldg. *Gloucester Ont*: Sirotek Construction Ltd, construction of recreation hall & stores bldg, RCN Station. *Kingston Ont*: M Sullivan & Son Ltd, construction of Naval Reserve Division Bldg; Bedard & Girard Ltd, construction of underground electrical distribution system. *Orillia Ont*: The Ontario Building Cleaning Co Ltd, cleaning, repairing & waterproofing of armouries. *Petawawa Ont*: Evans Contracting Co Ltd, paving, landscaping & fencing; Southern Structural & Reinforcing Steel Inc, supply & erection of structural steel for physical training bldg; Allan Stewart & Basil Broad Construction Co Ltd, extension to utilities, BB area. *Uplands Ont*: Horton Steel Works Ltd, supply & installation of high pressure air storage tanks, NAE; North Shore Construction Co Ltd, construction of roads, parking areas, etc. *Churchill Man*: Carter Construction Co Ltd, addition to garage, HMC Naval Radio Station; Meehron Engineering Products Ltd, supply & installation of diesel electric generator. *Moose Jaw Sask*: Bird Construction Co Ltd, renovations to leantos of hangars. *Calgary Alta*: Bird Construction Co Ltd, construction of RCME workshop bldg, Sarcee Camp; Bennett & White (Alberta) Ltd, construction of tank hangar bldg, Sarcee Camp; Burns & Dutton Concrete & Construction Co Ltd, construction of WO's & sergeants' mess, Currie Barracks. *Penhold Alta*: Burns & Dutton Concrete & Construction Co Ltd, renovations to leantos of hangars, RCAF Station. *Chilliwack B C*: C B Archibald Piping Ltd, installation of steam distribution system, stage 1V; J H McRae Co Ltd, renovation of electrical distribution system; Columbia Bitulithic Ltd, construction of roads, contract No 1, RCSME. *Royal Roads B C*: W R Menzies & Co Ltd, installation of steam & condensate lines from Grant Block to Nixon Block & removal of heating equipment from Grant Block.

Building and Maintenance

Summerside P E I: Boudreau's Sheet Metal Works Ltd, reroofing of leantos of five hangars & drill hall. *Greenwood N S*: Chas W Thompson, application of fertilizer & lime. *Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, interior painting of 106 PMQs. *Camp Borden Ont*: Malach Roofing & Flooring Ltd, residing of 24 bldgs. *Trenton Ont*: H J McFarland Construction Co Ltd, application of slurry seal on roads, RCAF Station. *Weston Ont*: McNeilly Bavington Ltd, exterior painting of various bldgs. *Sea Island B C*: Dawson, Wade & Co Ltd, replacement of sanitary sewer lines, RCAF Station.

Department of Defence Production

Charlottetown P E I: County Construction Co Ltd, installation of heating system in bldg No 3, Brighton Compound. *Summerside P E I*: Curran & Briggs Ltd, laying of concrete floors in garage, RCAF Station. *Halifax N S*: W A Chaddock & Co Ltd, replacement of coil, Bldg S-24, *HMCS Stadacona*; R R Power Ltd, repairs to boundary fence, Gladstone St Bulk Stores. *Sydney N S*: Canada Catering Co Ltd, catering at *HMCS Acadia*. *Campbellton N B*: Hub Electric Reg'd, rewiring of Mowatt Bldg. *St Margarets N B*: M F Esson & Sons Ltd, construction of sports field, RCAF Station. *Longue Pointe Que*: John Davidson & Sons Ltd, interior painting of bldgs, Barrack Area; South Shore Construction Inc, repairs to road, Barrack Area. *Ste Foy Que*: Desire Delisle, reroofing of 13 bldgs, PMQs area. *Ste Therese Que*: Harbour Electric Ltd, replacement of power line poles, Bouchard Military Camp. *Camp Petawawa Ont*: Walter Mansveld, exterior painting of bldgs. *Kingston Ont*: Cardinal Painting & Decorating

Co Ltd, interior painting of bldgs. RMC. *Ottawa Ont*: Rideau Aluminum & Steels Ltd, installation of exhaust system in kitchen, Beaver Barracks. *Rockcliffe Ont*: Metallierete Floor Co Ltd, resurfacing concrete runway button, RCAF Station; O'Leary's (1956) Ltd, repairs to pavement, RCAF Station. *Trenton Ont*: Refractories Engineering & Supplies Ltd, repairs to boiler, central heating plant, bldg No 27, RCAF Station. *Camp Dundurn Sask*: Edwin Fryer, catering. *Saskatoon Sask*: O Waschuk, replacement of concrete floors in hangars, RCAF Station. *Penhold Alta*: Western Builders Ltd, construction of parachute drying well, RCAF Station. *Comox B C*: Canada Catering Co Ltd, catering at HMCS Quadra. *Esquimalt B C*: Parfitt Construction Co Ltd, repairs to staff house No 2, nurses' residence, HMCS Naden.

Department of Justice

Joyceville Ont: James Kemp Construction Co Ltd, construction of administration bldg No 1; James Kemp Construction Co Ltd, construction of power plant bldg No 12; A Stroud Ltd, installation of steam generating plant & equipment, bldg No 12; James Kemp Construction Co Ltd, construction of automotive & shop bldg No 11; Francis Haukin Co Ltd, construction of radial brick chimney; James Kemp Construction Co Ltd, construction of stores bldg No 9 & maintenance shop No 10; Ball Brothers Ltd, construction of kitchen bldg No 5; Ball Brothers Ltd, construction of laundry & clothing repair bldg No 7 & shop bldg No 8; Ball Brothers Ltd, construction of hospital & chapels bldg No 2 & accommodation bldg No 3.

National Harbours Board

Halifax N S: Blunden Supplies Ltd, construction of canteen & gear room bldg, Ocean Terminals; The Canada Gunitite Co Ltd, waterproofing exterior walls of storage units, Grain Elevator. *Quebec Que*: Carter Construction Co Ltd, construction of receiving facilities & marine towers. *Three Rivers Que*: The Foundation Co of Canada Ltd, construction of wharf extension, section No 20.

Department of Public Works

Wesleyville Nfld: R S Chaulk & Sons Ltd, construction of federal bldg. *Charlottetown P E I*: Chappell & Co, laying of underground cables & installation of lights on Railway Wharf. *Fishing Cove P E I*: Morrison & McRae Ltd, extension to breakwater. *Red Head P E I*: Edward MacCallum, construction of retaining wall. *Souris P E I*: County Construction Co Ltd, breakwater repairs. *Summerside P E I*: Curran & Briggs Ltd, improvements to railway wharf. *Wood Islands P E I*: Morrison & McRae Ltd, improvements to ferry terminal. *Englishtown N S*: Kenney Construction Co Ltd, wharf repairs. *Lunenburg (Battery Point) N S*: Acadia Construction Ltd, breakwater reconstruction. *Marie Joseph N S*: Continental Construction Co Ltd, wharf reconstruction. *South Bar (Sydney Harbour) N S*: Municipal Ready-Mix Ltd, construction of groyne. *Baie Ste Anne N B*: Lloyd G Smith, wharf extension. *Burnt Chuhch N B*: J W & J Anderson Ltd, wharf repairs. *Campbellton N B*: Ralph Sharp, construction of causeway approach to Cross Point Bridge. *Fundy National Park N B*: Dexter Construction Co, patching of roads. *Grande Anse N B*: Comeau & Savoie Construction Ltd, breakwater repairs. *Lower Neguac N B*: Fortunat Bernard, wharf extension. *Bagotville Que*: J O Lambert Inc, addition & alterations to federal bldg. *Blackpool Que*: Roger Electric Inc, improvements to outdoor lighting, Citizenship & Immigration Bldg. *Chandler Que*: Les Entreprises Nationales Ltee, wharf repairs. *Etang du Nord Que*: Turbide & Jomphe Enrg, construction of pier. *Montreal Que*: Charney Bros Inc, painting, etc, of federal bldg. *Natashquan Que*: Landry Construction Inc, construction of wharf. *Noyan Que*: Tracy Construction Inc, wharf repairs. *Ste Rose Que*: J Lamontagne Ltee, addition & alterations to federal bldg. *Agincourt Ont*: Fidelity Construction Ltd, construction of post office bldg. *Collingwood Ont*: A E Hawkin Co Ltd, breakwater repairs. *Guelph Ont*: Dunker Construction Ltd, construction of federal bldg. *Hamilton Ont*: Tidey Construction Co Ltd, construction of ramp & replacement of doors, federal bldg. *Hawkesbury Ont*: Dufort & Lavoie, widening of approach to Perley Bridge. *Hollow Lake (Dorset) Ont*: R A Blyth, wharf improvements & extension. *Kingston Ont*: Robert D Mackey Construction Co Ltd, wharf repairs, LaSalle Causeway. *Ottawa Ont*: E G M Cape & Co (1956) Ltd, construction of surveys & mapping bldg, Booth St; Dominion Electric Protection Co, installation of central fire alarm system, etc, Jackson Bldg; Thomas Fuller Construction Co Ltd, construction of sewerage & water distribution system, etc, Riverside Drive; D Bremner Construction Co

Ltd, alterations for installation of knock testing laboratory, St Patrick St; L Beaudoin Construction Co, alterations & repairs to Argyle Bldg. *Parry Sound Ont*: Macklaim Construction Co Ltd, construction of floats. *Port Burwell Ont*: Dean Construction Co Ltd, harbour repairs & improvements. *Port Stanley Ont*: Sir Lindsay Parkinson (Canada) Ltd, harbour repairs & improvements. *Smithfield Ont*: Tatham Co Ltd, construction of food processing laboratory. *Thornbury Ont*: Ruliff Grass Construction Co Ltd, repairs to retaining wall. *Toronto Ont*: Evan S Martin Construction Ltd, supply & installation of partitions in Postal Station "Q". *Beausejour Man*: North American Lumber & Supply Co Ltd, construction of RCMP detachment quarters. *Hamiota Man*: Jaska Construction Ltd, construction of RCMP detachment quarters. *McBeth Point Man*: Sigurdson Fisheries Ltd, construction of breakwater wharf. *Winnipeg Man*: Allen Reynolds, removal of ashes & garbage from various bldgs. *Canora Sask*: C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Cupar Sask*: Theodore F Fordon, construction of post office bldg. *Edmonton Alta*: C H Whitham Ltd, alterations to first floor, Massey-Harris Bldg. *Vermilion Alta*: K G Myers Construction Ltd, construction of federal bldg. *Fraser River B C*: Gilley Bros Ltd, improvements to Steveston Cannery Channel. *Kootenay National Park B C*: Storms Contracting Co (Pacific) Ltd, bituminous stabilized base course, mile 44-56.2, Banff-Windermere Highway. *Ladysmith B C*: Fraser River Pile Driving Co Ltd, construction of boat harbour. *New Massett B C*: Pacific Piledriving Co Ltd, wharf & shed extension & repairs to structure, etc. *New Westminster B C*: Fraser River Pile Driving Co Ltd, renewal of fender system; C H E Williams Co Ltd, rehabilitation of electrical system for railway bridges. *Port Alberni B C*: Basarab Construction Co Ltd, wharf repairs. *Prince Rupert (Sourdough Bay) B C*: Skeena River Piledriving Co, construction of departmental wharf. *Sydney B C*: E J Hunter & Sons, addition & alterations to federal bldg. *Vancouver B C*: George D McLean & Assocs Ltd, installation of shed cubicles, False Creek Fishing Harbour; Turnbull & Gale Construction Co Ltd, construction of comfort station, False Creek Fishing Harbour. *Cambridge Bay N W T*: Barry Sheet Metal Co Ltd, installation of plumbing & heating services for nursing station. *Yellowknife to Rae N W T*: Mannix Co Ltd, grading & surfacing, mile 20-58, Development Road. *Carmacks Y T*: Dawson & Hall Ltd, construction of Yukon River Bridge. *Tatchum River Y T*: Dawson & Hall Ltd, construction of bridge.

Contracts Containing the General Fair Wages Clause

St John's Nfld: Canadian National Railway Drydock, docking & repairs to Dredge PWD No 400. *Graham's Pond P E I*: Maritime Dredging Ltd, dredging. *Mminegash, P E I*: Norman N McLean, dredging. *Alder Point N S*: J P Porter Co Ltd, dredging. *Black Point N S*: Mosher & Rawding Ltd, dredging. *Glace Bay N S*: J P Porter Co Ltd, dredging. *Halifax N S*: D A Cummings Ltd, repairs to roof, North End Station. *Weymouth North N S*: J P Porter Co Ltd, dredging. *Bathurst N B*: J P Porter Co Ltd, dredging. *Campbellton N B*: J P Porter Co Ltd, dredging. *Dipper Harbour N B*: Saint John Dredging Co Ltd, dredging. *Harshman's Brook N B*: Roger LeBlanc, dredging. *Moncton N B*: Ambrose Wheeler Ltd, alterations to public bldg. *Saint John (Courtenay Bay) N B*: Standard Dredging Co Ltd, dredging. *Montmorency Que*: Chantier Maritime de St Laurent Ltée, repairs to steel hopper scow No 69 (Plant 130). *St Sulpice Que*: Theode Robidoux Inc, dredging. *Hamilton Ont*: James Kemp Construction, alterations to post office bldg. *Listowel Ont*: E Wall & Perkins Bros, installation of screenline, federal bldg. *New Hamburg Ont*: John B Erb, installation of screenline, Post Office bldg. *North Bay Ont*: J Lefebvre, cleaning of windows, federal bldg. *Ottawa Ont*: Sanco Reg'd, installation of deodorizers in various bldgs; Marcel Jacques, painting at No 6 & 9 Temporary Bldgs; Rene Clerous, repairs to heating system, Food & Drug Laboratory; Ottawa Building Maintenance, redecoration at Motor Bldg; J R Statham Construction Ltd, alterations to Mines Bldg; F Fentiman & Sons, installation of garage doors, RCMP Bldg; J R D'Aoust Reg'd, alterations to No 8 Temporary Bldg; Presley Painting & Decorating, redecoration at No 8 Temporary Bldg; Ottawa Building Maintenance, painting at Experimental Farm; Gaston Lavoie, alterations to "C" Bldg; Rideau Aluminum & Steels Ltd, installation of sinks, Justice Bldg; Trudel & McAdam Ltd, repairs to stairways, Parliament Bldgs; J R Statham Construction Ltd, repairs to roof, Connaught Bldg; Ottawa Plumbing & Heating Ltd, repairs to sprinkler system in various bldgs. *Port McNicol Ont*: Rei Construction Co, installation of screenline, Postal Bldg. *Toronto Ont*: Taylor Bros, alterations to Station "A". *Windsor Ont*: Bluebird Service, cleaning of windows, federal bldg. *Regina Sask*: W H McDiarmid Construction Ltd, repairs to new Post Office Bldg; W H McDiarmid Construction Ltd, repairs to Motherwell Bldg. *Edmonton Alta*: Standard Iron

& Engineering Works Ltd, construction of boom & turntable, etc, for Dredge No 251. *Near Hope B C*: Fraser River Dredging Co Ltd, dredging; Scuffler Dredge Co Ltd, dredging. *Greenwood B C*: Hugh D Johnston, plumbing repairs in public bldg.

The St. Lawrence Seaway Authority

Lachine Section Que: Grant Mills Ltd, construction of superstructure, regulating channel bridge, Cote Ste Catherine Lock; Roy Robertson Excavation & Foundation Co Ltd, extension to sewer outfall, Municipality of Laprairie; Link-Belt Ltd, supply & installation of trash bar screens & power rake, Montreal South Sewage Pumping Station.

Department of Transport

Halifax N S: Ellis-Don Ltd, construction of raytheon AASR site; Purdy Bros Ltd, *construction of twin screw diesel engined landing barge. *Moncton N B*: Campbells' Electric Reg'd, construction of airport lighting facilities. *Mont-Joli Que*: Adrien Berube, construction of garage. *Kenora Ont*: Bergman & Nelson Ltd, construction of raytheon AASR site. *Malton Ont*: W G Gallagher Construction Ltd, alterations to hangar. *North Bay Ont*: Whelpton Electric Ltd, installation of control cables, AASR Bldg. *St Catharines Ont*: Provincial Engineering Ltd, installation of airport lighting facilities. *Beaverlodge Sask*: Wirtanen Electric Co Ltd, construction of airport lighting facilities. *Regina Sask*: Brown-Plotke Engineering & Construction Ltd, construction of garage at airport. *Calgary Alta*: Wirtanen Electric Co Ltd, construction of airport lighting facilities. *Embaras Alta*: McRae & Assocs Ltd, construction of radio control bldg & related work. *Fort McMurray Alta*: McMurray Construction Co, construction of dwelling & related work. *Grande Prairie Alta*: Annis Construction Co, construction of basement under Bldg No 3 & related work. *Lethbridge Alta*: W Cooper Construction, construction of addition to power house & related work at airport. *McMurray Alta*: Sunley Electric Ltd, construction of airport lighting facilities. *Carmi B C*: Interior Contracting Co, construction of pumphouse & related work. *Comox B C*: Harrison & Longland, construction of powerhouse & transmitter bldg at airport. *Fort St John B C*: General Construction Co Ltd, additional airport development. *Hope B C*: Triangle Construction Co Ltd, construction of garage at airport. *Patricia Bay B C*: Derry Construction Co Ltd, construction of extension to power house & related work at airport. *Prince George B C*: The Jamieson Construction Co Ltd, additional airport development. *Princeton B C*: Betts Electric Ltd, construction of addition to pump house at airport. *Vancouver B C*: Peter Kiewit & Sons Co of Canada Ltd, construction of addition to power house at airport. *Coral Harbour N W T*: Tower Co Ltd, construction of tower bases & anchors. *Fort Smith N W T*: Wirtanen Electric Co Ltd, construction of airport lighting facilities.

Decisions of Umpire

(Continued from page 784)

the booklet in view of that paragraph of the instructions in the booklet which reads: "One of the conditions for the receipt of benefit is that you must report to the above office on the report day and at the time shown above, unless you are otherwise instructed, in which case date and time of reporting will be that specified below"; that consideration should be given to the fact that the claimant had reported promptly upon receiving his insurance book from the employer and that the employer had contributed to the misunderstanding by delaying to forward his insurance book.

The Brotherhood also requested an oral hearing before the Umpire, which was held on May 13, 1958. A Vice President of the

Brotherhood represented the claimant; the Unemployment Insurance Commission was also represented.

Conclusions: On the evidence before me, and after listening to the presentations made by the above-mentioned representatives, I readily accept the claimant's explanation that his failure to attend at the local office on December 11, 1957 and thereafter until January 2, 1958, was due to a complete misunderstanding of the instructions given on November 25, 1957.

Therefore, as the evidence shows that the claimant acted in good faith in not attending at the local office during the period under consideration, I find that he must be deemed to have filed his continuing claim in the prescribed manner and I allow the appeal.

PRICES AND THE COST OF LIVING

Consumer Price Index, June 1958

The consumer price index (1949=100) remained unchanged at 125.1 between May and June, as food prices were steady on average, and small offsetting movements occurred between the other groups*.

The food component remained at 122.7, as a cut of 11 cents per pound for fresh tomatoes, and lower prices for potatoes and oranges, were balanced by higher prices for meats, particularly pork, and also eggs, apples and grapefruit.

Most of the advance in the shelter series from 137.9 to 138.3 was attributable to an increase in rents, which frequently occurs in the traditional moving month of May. The rent component advanced 0.4 per cent.

The clothing index declined 0.3 per cent from 110.0 to 109.7 as sale prices were reported for spring coats and men's suits and slacks.

Household operation remained practically unchanged, moving from 120.7 to 120.6 as small scattered decreases proved fractionally more important than increases.

A movement of 0.1 points in other commodities and services from 130.6 to 130.7 followed slight increases in drug and personal care items.

The index one year earlier (June 1957) was 121.6. Group indexes on that date were: food 117.7, shelter 134.8, clothing 108.4, household operation 119.1, and other commodities and services 126.5.

City Consumer Price Indexes, May 1958

Consumer price indexes (1949=100) declined in six of the ten regional cities between the beginning of April and May 1958, with decreases ranging from 0.1 per cent in Saint John, Toronto and Vancouver to 0.6 per cent in Halifax. The Winnipeg index was unchanged while those for the remaining three regional cities registered increases ranging from 0.2 per cent in Saskatoon-Regina to 0.4 per cent in St. John's†.

Movements in the food indexes were closely related to those for the total indexes: foods were up in all three cities where total indexes increased and down in the seven other regional cities—total indexes were down in six of these seven cities. Other commodities and services indexes increased in nine of the ten regional cities while the shelter, clothing and household operation indexes showed more varied movements.

In foods, lower prices were reported in most regional cities for eggs, potatoes, coffee, sugar, oranges and imported fresh vegetables. Beef prices were up in all cities while most pork cuts were generally higher. In household operation, domestic fuel oil prices were lower in the six eastern cities and Vancouver, with coal prices down in Montreal and Vancouver. Telephone rates were up in St. John's and Edmonton. In other commodities and services, automobile insurance rates were up substantially in most regional cities. Men's haircuts, women's hairdressing and theatre admissions increased in a number of cities while local transportation rates in Edmonton advanced sharply.

Regional consumer price index point changes between April and May were as follows: Halifax -0.8 to 122.7; Montreal -0.4 to 125.2; Ottawa -0.2 to 125.5; Saint John -0.1 to 125.3; Toronto -0.1 to 128.8; Vancouver -0.1 to 125.7; St. John's +0.4 to 112.3‡; Edmonton-Calgary +0.4 to 121.7; Saskatoon-Regina +0.2 to 121.9. Winnipeg remained unchanged at 123.3.

Wholesale Price Index, May 1958

Canada's general wholesale price index (1935-39=100) rose slightly in May to 228.1 from 227.9 in April, an increase in animal products outweighing declines in the other groups. The index stood at 228.0 in May last year.

Animal products index rose 2.3 per cent to 259.0 and from 253.1 in April, due mainly to higher prices for livestock, meats, poultry and leather. This is the sixth consecutive rise in this index, making an increase of 13 per cent since November last.

Textile products index decreased 1 per cent to 228.1 from 230.5 a month earlier, due to lower prices for both domestic and imported raw wool and raw cotton. Seasonal declines in prices for potatoes, onions and fresh fruits contributed largely to a decline of 0.8 per cent in the vegetable products index to 197.0 from 198.6.

Index of farm product prices at terminal markets (1935-39=100) advanced from 222.7 to 223.1 between April and May. The fractional increase was due to the relatively greater weight attached to a 3-per-cent increase in animal products from 279.9 to 288.3 compared with a 4.7-per-cent decline for field products from 165.5 to 157.8.

*See Table F-1 at back of book.

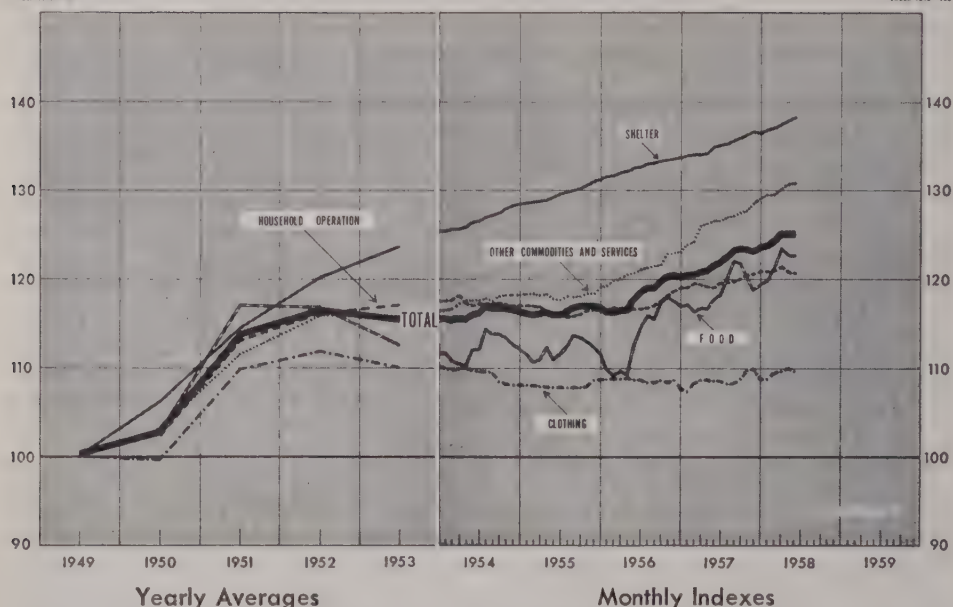
†See Table F-2 at back of book.

‡On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



The building material prices indexes (1949=100) were down slightly on balance between April and May. The residential building materials index moved down from 126.9 to 126.8 while the non-residential series remained the same at 150.6.

U.S. Consumer Price Index, May 1958

The United States consumer price index (1947-49=100) rose 0.1 per cent between mid-April and mid-May to 123.6, another record high. Since March 1956, the index has risen in every month but three, and in two of those it remained unchanged.

The latest rise, the smallest since December, was the result of higher costs for medical service and transportation. Food prices held steady.

The index in mid-April was 123.5 and in mid-May last year, 119.6.

U.K. Index of Retail Prices, April 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) climbed almost a full point, from 108.4 to 109.6, between mid-March and mid-April. It was the second consecutive rise since the half-point drop between mid-January and mid-February. In mid-April 1957 it was 104.5.

STRIKES AND LOCKOUTS

May 1958

During May, 33 work stoppages were in progress, resulting in an estimated time loss of a little more than 71,000 man-days. This was approximately 50,000 fewer man-days

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

than the time loss resulting from the 32 stoppages recorded during the preceding month.*

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during May 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

This substantial decrease in time loss can be attributed largely to the termination, at the end of April, of a dispute involving 3,000 workers in the construction industry in British Columbia. More than one quarter the total time loss during May was caused by another dispute involving 1,000 construction workers in the same province.

Of the 33 work stoppages during May, 16 involved 100 or more workers; four of the 16 started prior to May and these four stoppages were still in progress at the end of the month. Seven of the 12 larger stoppages which started during May were still in progress at the end of the month.

On an industry basis, the highest time loss—more than 28,000 man-days—was recorded in construction. Approximately three quarters of this time loss was caused by the dispute involving 1,000 workers employed in that industry in British Columbia. Manufacturing had the highest number of work stoppages, and more than one quarter of the time loss recorded in that industry was caused by the work-stoppage involving workers of a clothing firm in Montreal.

Among Canada's provinces British Columbia showed the highest time loss for the month because of the dispute involving construction workers; in fact, this dispute accounted for approximately two thirds of the total time loss in the province. However, the time loss in British Columbia was down by more than one half from April.

In May, as in the preceding month, Ontario had the largest number of work stoppages, but many of these involved fewer than one hundred workers and caused a relatively small time loss.

Work stoppages were also reported from Nova Scotia, Quebec, Alberta and Saskatchewan, and one dispute involved the Canadian Pacific Railways. In this dispute, the Brotherhood of Locomotive Firemen and Enginemen issued a strike call to its members and picket lines were set up at various points across the country. The company reported that its operations had remained largely unaffected and virtually no working time had been lost during the pay period in which the dispute occurred.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 119

Aged

1. MICHIGAN. UNIVERSITY. CONFERENCE ON AGING, 1952. *Housing the Aging*; edited by Wilma Donahue, with a foreword by Everett J. Soop. Ann Arbor, University of Michigan Press, 1954. Pp. 280.

This book "considers the housing needs of healthy, chronically ill, and infirm older people living in urban and rural areas. The question is discussed from the point of view of the private and the public builder, the financier, the social planner, the physician, and of older people themselves. Among the topics included in this book are architectural designs and costs, methods of financing, hygiene and safety standards, social and economic aspects of housing, and living arrangements and needed auxiliary services."

2. MICHIGAN. UNIVERSITY. CONFERENCE ON AGING, 1955. *The New Frontiers of Aging*, edited by Wilma Donahue and Clark Tibbitts. Ann Arbor, University of Michigan Press, 1957. Pp. 209.

Partial Contents: Automation predicts Change: 1. For the Older Worker, by Warner Bloomberg, Jr.; 2. For the Employment of the Aging, by James Stern. Income and Employment: Basic Facts, by Peter O. Steiner. Employment Outlooks for Older Workers, by Seymour L. Wolfbein. Aging and Rural Life, by Walter C. McKain, Jr. The Older Generation and the Family, by Ernest W. Burgess. Personal and Social Adjustment in Retirement, by Gordon F. Streib and Wayne E. Thompson.

Annual Reports

3. ALBERTA. BOARD OF INDUSTRIAL RELATIONS. *Bulletin on the Board's Activities, January 1st to December 31st, 1957*. Edmonton, 1958. Pp. 98.

4. AUSTRALIA. PUBLIC SERVICE BOARD. *Thirty-third Report on the Public Service of the Commonwealth, 1956-1957*. Canberra, Government Printer, 1957. Pp. 27.

5. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31st, 1957*. Victoria, Queen's Printer, 1958. Pp. 35.

6. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-First Annual Report, Year ended December 31st, 1957*. Victoria, Queen's Printer, 1958. Pp. 42.

7. GREAT BRITAIN. NATIONAL ASSISTANCE BOARD. *Report for the Year ended 31st December, 1956*. London, H.M.S.O., 1957. Pp. 54.

8. INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT. *Twelfth Annual Report, 1956-1957*. Washington, 1957. Pp. 66.

9. MANITOBA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ending March 31, 1957*. Winnipeg, Queen's Printer, 1958? Pp. 78.

10. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1957*. Winnipeg, 1958. Pp. 31.

11. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1957*. Halifax, Queen's Printer, 1958. Pp. 28.

12. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Twenty-Eighth Annual Report for the Calendar Year 1957*. Regina, Queen's Printer, 1958. Pp. 24.

13. U.S. PRESIDENT, 1953- (EISENHOWER). *Economic Report of the President transmitted to the Congress, January 20, 1958*. Washington, G.P.O., 1958. Pp. 199.

Automation

14. BECKER, ESTHER R. *The Office in Transition; meeting the Problems of Automation*, by Esther R. Becker and Eugene F. Murphy. 1st ed. New York, Harper, 1957. Pp. 190.

Partial Contents: The Meaning of Office Automation. Three Approaches to Automation: The Punch Card. The Computers. Integrated Data Processing. Standardizing Work Methods. Designing and controlling Forms. Preparing People for Mechanization. The Future of White Collar Unionization.

15. WALKER, CHARLES RUMFORD. *Toward the Automatic Factory; a Case Study of Men and Machines*. New Haven, Yale University Press, 1957. Pp. 232.

A study of the effect of automation on thirty men in a semi-automatic seamless pipe mill.

Efficiency, Industrial

16. MORROW, ROBERT LEE. *Motion Economy and Work Measurement*. 2d ed. of Time Study and Motion Economy. New York, Ronald Press Co., 1957. Pp. 468.

Partial Contents: Flow Process Charts and Flow Diagrams. Analysis of Office Methods. Micromotion Study and Equipment. Filming the Operation and Film Analysis. Fatigue in Industry. Training Time Study Personnel. Union-Management Cooperation. Automatic Machine Studies and Work Assignments.

17. PATTON, JOHN A. *Job Evaluation: Text and Cases*, by John A. Patton and C. L. Littlefield. Rev. ed. Homewood, Ill., R. D. Irwin, 1957. Pp. 369.

Partial Contents: The Approach to Job Evaluation-planning, organizing, winning acceptance. Relations with Unions. Job Analysis. Job Descriptions and Job Specifications. Evaluating by the Ranking and Predetermined Grading Methods. Evaluating by the Factor Comparison Method. Evaluating by the Point Rating Method. Criteria for Selection of the Rating Method. The Wage Survey. Job Evaluation Problems and Failures. Job Evaluation Administration. Executive Position Evaluation. Merit Rating.

Employment Management

18. AMERICAN MANAGEMENT ASSOCIATION. *Controlling Employee Benefit and Pension Costs*. New York, 1957. Pp. 127.

Contents: Pt. 1. The Responsibility for Employee Benefit Programs. Pt. 2. Current Approaches to Inflation-Proof Pensions. Pt. 3. The Problem of Health Insurance Costs. Pt. 4. Trends in Workmen's Compensation. Pt. 5. The Role of the Federal Government.

19. U.S. CIVIL SERVICE COMMISSION. *Training the Supervisor; a Guide on How to set up and conduct a Supervisory Training Program*. Washington, G.P.O., 1956. Pp. 126.

Contents: The Why of Supervisory Training. How to start a Supervisory Training Program. How to determine Supervisory Training Needs. How to build Course Content. Selecting Training Methods. How to administer the Program. How to measure Results. How can the Training Man Best do His Job.

Industrial Relations

20. HUGH-JONES, EDWARD MAURICE, Ed. *Human Relations and Modern Management*. Amsterdam, North-Holland Pub. Co., 1958. Pp. 256.

Partial Contents: Human Relations and Fundamental Principles of Management, by J. L. Meiji. The Factory as a Social System, by W. H. Scott. Human Relations on the Shop Floor, by Robert L. Kahn. Organized Labour and Management; Part 1: The United States, by Edwin Young. Organized Labour and Management; Part 2: The United Kingdom, by N. S. Ross. Human Relations in the Board Room, by E. F. L. Brech. Human Relations, Management and Size, by R. W. Revans. The Function of Management, by E. Wight Bakke.

21. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Industrial Relations and Technological Change. Ninth Annual Conference, September 11 and 12, 1957*. Montreal, 1957? Pp. 87.

Contents: Men and Machines, by William Westley. Concepts of Change in the Labour Market, by George P. Shultz. What Price Technology? By Ralph Presgrave. Technological Change, a Problem for Labour, by Eugene Forsey. Technological Change and the Responsibility of Management, by S. M. Gossage.

Labour Supply

22. ADAMS, LEONARD PALMER. *Workers and Industrial Change; a Case Study of Labor Mobility*, by Leonard P. Adams and Robert L. Aronson. Ithaca, N.Y., Cornell University, c1957. Pp. 209.

A study and analysis of the experience of workers in Auburn, New York, after the shutdown of the International Harvester local plants, the major employer in the area, in 1950.

23. U.S. BUREAU OF EMPLOYMENT SECURITY. *Area Manpower Guidebook; 174 Metropolitan Labor Market Areas; Industrial Characteristics, Employment Trends, Labor Supply*. Washington, G.P.O., 1958. Pp. 348.

Provides the following information: area boundaries, area labor supply classifications, area population and labor force, employment and unemployment data, wages and wage rates, occupational characteristics, labor turnover, listings of major employers, hours and earnings data and data for American territories and possessions.

Labouring Classes

24. DERBER, MILTON, ED. *Labor and the New Deal*, edited by Milton Derber and Edwin Young. Madison, University of Wisconsin Press, 1957. Pp. 393.

The ten essays in this book attempt to analyze and interpret certain aspects of labor relations and the labor movement during the years of the New Deal and their implications for the present time.

25. GRUNFELD, CYRIL. *Trade Unions and the Individual*. London, Fabian Society, 1957. Pp. 33.

Outlines "... the nature and implications of post-war developments in the law regarding union-member relations".

26. KELLER, EDWARD A. *The Case for Right-to-work Laws; a Defence of Voluntary Unionism*. Chicago, Heritage Foundation, 1956. Pp. 128.

"'Right-to-work' laws seek to protect the right of the worker to join or not join a union by making illegal, as a condition of employment, membership or nonmembership in a union." The author analyzes the reasons underlying "right-to-work" laws.

27. RADDOK, MAXWELL C. *Portrait of an American Labor Leader, William L. Hutcheson; Saga of the United Brotherhood of Carpenters and Joiners of America, 1881-1954*. 1st ed. New York, American Institute of Social Science, c1955. Pp. 430.

Mr. Hutcheson was president of the United Brotherhood of Carpenters and Joiners of America from 1915 to 1951. This book is a biography of Mr. Hutcheson as well as a history of the union.

28. SYMONDS, JULIEN. *The General Strike; a Historical Portrait*. London, Cresset Press, 1957. Pp. 259.

The General Strike started at midnight on May 3, 1926 and ended at noon on May

12. This book traces the events leading up to the strike, describes the nine days of the strike and briefly outlines what happened afterwards.

29. U.S. BUREAU OF LABOR STATISTICS. *Brief History of the American Labor Movement*. Rev. ed. Washington, G.P.O., 1957. Pp. 85.

This revised edition covers the past 25 years, particularly developments from 1950 (when the first edition appeared) up to 1957.

Management

30. ABBOTT, CHARLES CORTEZ. *The Executive Function and its Compensation*. Prepared in the University of Virginia Graduate School of Business Administration, by Charles C. Abbott, J. D. Forbes and Lorin A. Thompson for General Dynamics Corporation. New York? General Dynamics Corporation? 1958. Pp. 55.

Partial Contents: Functions of the Business Executive. The Executive and the Company. Types of Executive Compensation. Implementing Compensation Policy.

31. LAIRD, DONALD ANDERSON. *The Techniques of delegating; How to get Things done Through Others*, by Donald A. Laird and Eleanor C. Laird. 1st ed. New York, McGraw-Hill, 1957. Pp. 195.

"It is the aim of this book to point out ways to get caught up, and stay caught up, by working through others."

32. WHYTE, WILLIAM HOLLINGSWORTH. *The Organization Man*. New York. Simon and Schuster, 1956. Pp. 429.

The author writes about people who work for and belong to The Organization. He points out the conflict between individuality and the group life.

Wages and Hours

33. TURNER, H. A. *Wage Policy Abroad: and Conclusions for Britain*. London, Fabian Society, 1957. Pp. 36.

This book is concerned with countries where a form of systematic wage regulation has been in operation for some time. The countries studied are the U.S., Holland, Norway, Sweden, Australia, New Zealand, Russia, Yugoslavia, France and Italy.

34. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Amendment to increase the Minimum Wage. Hearings before the Committee on Education and Labor, House of Representatives, Eighty-Fourth Congress, First Session, or Proposed Legislation to increase the Minimum Wage...* Washington, G.P.O., 1955. Pp. 1197.

Hearings held June 1-30, 1955. The Committee examined the matter of raising the minimum wage to \$1.25.

Miscellaneous

35. ANDERSON, ROGER V. *The Future of Canada's Export Trade*. Ottawa, Queen's Printer, 1957. Pp. 338. A study prepared for the Royal Commission on Canada's Economic Prospects.

Partial Contents: Exports in the Canadian Economy. Determinants of Canada's Exports. The Future of the World Trading Environment. Conclusions: Exports in 1980. The Outlook for Exports by Commodity.

36. HERZBERG, FREDERICK. *Job Attitudes: Review of Research and Opinion*, by Frederick Herzberg, and others, Pittsburgh, Psychological Service of Pittsburgh, 1957. Pp. 279.

Contents: The Prevalence of Job Dissatisfaction. Characteristic of Dissatisfied Workers. Factors related to Job Attitudes. Effects of Job Attitudes. Social Aspects of the Job. Supervision and Job Attitudes. Vocational Selection and Job Attitudes. Mental Health in Industry.

37. INSTITUTE OF PUBLIC ADMINISTRATION OF CANADA. *Proceedings of the Eighth Annual Conference, Victoria, B.C. and University of British Columbia, Vancouver, September 5-8, 1956*. Ed. by Philip T. Clark and F. J. McGilly. Toronto, Distributed for the Institute... by the University of Toronto Press 1957? Pp. 343.

Partial Contents: The Federal-Provincial Health Program, by G. D. W. Cameron. Provincial Hospital Insurance Plans, by M. G. Taylor. Canada's Responsibility in World Wealth, by Brock Chisholm. Staff Organization and Work Procedures, by C. James Gardner. Executive Development, by R. O. MacFarlane. Scope of Government Enterprises, by J. Harvey Perry. Administrative and Constitutional Problems peculiar to Crown Corporations, by Thomas H. McLeod. Utilization of Human Resources, by J. P. Francis. Administrative Research in Government, by William F. Veitch. Dominion Bureau of Statistics, by Herbert Marshall.

38. JOSEPHS, RAY. *How to gain an Extra Hour Every Day*. 1st ed. New York, Dutton, 1955. Pp. 192.

"The purpose of this book has been to show... how many of America's busiest people have learned to save minutes doing the things we all must do in order to gain time to do the things we'd like to do."

39. McWHINNEY, EDWARD. *Judicial Review in the English-Speaking World*. Toronto, University of Toronto Press, 1956. Pp. 201.

A comparative analysis of the constitutions of Great Britain, Canada, Australia, South Africa, India, Ceylon, Pakistan, Ireland and the United States.

40. MILNE, ALASTAIR M. *The Obligation to Carry; an Examination of the Development of the Obligations owed to the Public by British Railways*, by Alastair M. Milne

and Austen Laing. London, Institute of Transport, 1956. Pp. 129.

The obligations of the railways refer to the particular duties which the British railways have assumed in providing transport facilities for passengers and goods. This book explains why the obligations developed as they did and seeks to determine to what extent the performance of these duties remain a responsibility of British railways.

41. MOORE, ROBERT E. *Automation in Business Communication; How to write Reports and Memoranda that communicate your Information, Ideas, or Instructions Successfully and Automatically*. New London, Conn., Vision, inc., 1957. Pp. 146.

42. SUPER, DONALD EDWIN. *The Psychology of Careers; an Introduction to Vocational Development*. 1st ed. New York, Harper, 1957. Pp. 362.

The author examines the factors that determine success and satisfaction in the work which an individual does.

43. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Credit Problems of Small Farmers in Asia and the Far East*. Study prepared by the ECAFE/FAO Agriculture Division. Bangkok, 1957. Pp. 33.

44. UNITED NATIONS. SECRETARY-GENERAL, 1953- (HAMMARSDJÖLD). *Legal Status of Married Women (Reports submitted by the Secretary-General)*. New York, Commission on the Status of Women, United Nations, 1958. Pp. 103.

Some of the topics dealt with are nationality, domicile and residence, parental rights and duties, property rights, inheritance rights, general capacity to sue and contract, and right to engage in independent work.

45. UPJOHN INSTITUTE FOR COMMUNITY RESEARCH. *Government and the Unemployed, the Summaries of two Books: McKean, Eugene C., and Harold C. Taylor. Public Works and Employment from the Local Government Point of View, Chicago: Public Administration Service, 1955; Bennett, Samuel V. Unemployment and Relief from the Local Government Point of View. Chicago: Public Administration Service, 1955. Chicago, Public Administration Service, 1958. Pp. 51.*

46. WILENSKY, HAROLD L. *Industrial Society and Social Welfare; the Impact of Industrialization on the Supply and Organization of Social Welfare Services in the United States*, by Harold L. Wilensky and Charles N. Lebeaux. New York, Russell Sage Foundation, 1958. Pp. 401.

Contents: Pt. 1. The Development of Urban-Industrial Society and the Emergence of Social Problems. Pt. 2. Social Problems and the Supply of Welfare Services in the United States. Pt. 3. The Organization of Welfare Services in the United States.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 19, 1958

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,969	108	440	1,709	2,173	1,035	504
Agricultural.....	765	*	58	162	159	301	24
Non-Agricultural.....	5,264	167	382	1,547	2,014	734	480
Males.....	4,563	90	344	1,287	1,638	798	376
Agricultural.....	667	*	56	158	152	277	23
Non-Agricultural.....	3,836	89	288	1,129	1,456	521	353
Females.....	1,466	18	96	422	565	237	128
Agricultural.....	38	*	*	*	*	24	*
Non-Agricultural.....	1,428	18	94	418	558	213	127
All Ages.....	5,969	108	440	1,709	2,173	1,035	504
14—19 years.....	540	12	43	200	161	91	33
20—24 years.....	750	19	54	245	254	127	51
25—44 years.....	2,766	51	193	786	1,020	475	241
45—64 years.....	1,683	24	129	428	643	300	159
65 years and over.....	230	*	21	50	95	42	20
<i>Persons with Jobs</i>							
All status groups.....	5,453	82	366	1,569	2,052	987	457
Males.....	4,038	65	275	1,103	1,504	755	336
Females.....	1,415	17	91	466	548	232	121
Agricultural.....	692	*	55	156	157	299	24
Non-Agricultural.....	4,761	81	311	1,353	1,895	688	433
Paid Workers.....	4,337	73	281	1,219	1,743	632	389
Males.....	3,055	57	202	845	1,238	436	277
Females.....	1,282	16	79	374	505	196	112
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	516	26	74	200	121	48	47
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,238	160	465	1,474	1,719	914	506
Males.....	1,059	49	101	279	312	197	121
Females.....	4,179	111	364	1,195	1,407	717	385

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended April 19, 1958		Week Ended March 22, 1958		Week Ended April 20, 1957	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	541	519	617	587	321	305
Without Jobs.....	516	496	590	562	306	292
Under 1 month.....	76	—	92	—	76	—
1—3 months.....	157	—	237	—	108	—
4—6 months.....	214	—	204	—	102	—
7—12 months.....	59	—	45	—	12	—
13—18 months.....	•	—	•	—	•	—
19—and over.....	•	—	•	—	•	—
Worked.....	25	23	27	25	15	13
1—14 hours.....	•	•	10	•	•	•
15—34 hours.....	17	15	17	16	11	•

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

• Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1957 First Quarter.....	1,407	12,798	32,157	7,669	8,429	62,460	36,224
1958 First Quarter.....	919	4,686	10,899	2,379	2,420	21,243	9,982

⁽¹⁾ Total includes 3,893 whose destination is not specified.**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,099	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1957 First Quarter.....	4,001	3,739	1,249	1,577	3,990	2,191	682	13,436	4,681	167	35,713
1958 First Quarter.....	1,493	1,185	228	403	2,061	831	87	2,375	1,721	73	10,457

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1953*—Average.....	73	320	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1956—Average.....	87	379	93	307	283	41	1,190
1957—Average.....	90	397	97	335	316	44	1,279
1957—April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381	75	328	325	43	1,232
March.....	75	381R	78	328	326	42	1,233R
April.....	72P	386P	91P	337P	331P	44P	1,261P

* Includes Newfoundland, since 1949. R—revised; P—preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,560,968.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.1	163.4	70.18	108.3	180.4	165.6	72.82

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957
(a) PROVINCES						
Newfoundland.....	111.1	109.3	112.5	63.67	62.77	60.67
Prince Edward Island.....	97.7	100.2	97.6	51.39	50.23	52.02
Nova Scotia.....	89.0	90.8	94.8	59.48	59.44	56.56
New Brunswick.....	93.2	94.8	100.4	58.61	59.35	58.97
Quebec.....	111.1	112.3	116.2	67.67	67.42	64.97
Ontario.....	116.7	116.3	121.4	72.72	72.43	69.97
Manitoba.....	103.2	102.7	106.0	65.65	65.73	62.52
Saskatchewan.....	114.3	113.1	112.6	66.86	67.49	64.03
Alberta (including Northwest Territories).....	140.0	140.2	143.9	72.33	73.07	69.36
British Columbia (including Yukon).....	109.4	108.9	119.2	75.46	75.52	73.37
Canada.....	112.9	113.0	118.0	70.18	70.02	67.56
(b) METROPOLITAN AREAS						
St. John's.....	116.4	111.8	113.6	51.61	51.93	49.72
Sydney.....	88.7	90.4	90.5	73.54	73.63	66.87
Halifax.....	114.1	114.3	118.5	57.47	57.64	54.97
Saint John.....	102.1	100.5	109.7	52.65	53.72	55.67
Quebec.....	104.3	103.2	105.8	58.18	58.41	55.66
Sherbrooke.....	98.0	97.5	109.7	57.19	55.89	56.81
Three Rivers.....	106.6	107.8	113.1	63.23	62.56	62.79
Drummondville.....	70.9	71.2	76.3	58.71	58.21	55.91
Montreal.....	118.9	118.4	121.9	68.66	68.22	65.65
Ottawa—Hull.....	115.5	113.8	116.7	63.49	63.30	60.17
Peterborough.....	99.6	99.8	107.8	76.81	77.13	72.81
Oshawa.....	167.8	166.7	172.8	77.41	76.56	76.13
Niagara Falls.....	105.9	105.8	117.6	77.25	77.33	77.09
St. Catharines.....	109.1	110.0	124.8	80.14	78.90	77.82
Toronto.....	128.7	128.0	130.2	73.27	72.82	70.41
Hamilton.....	106.1	105.6	113.8	76.35	75.68	73.68
Brantford.....	87.9	86.1	88.4	67.04	65.70	64.38
Galt.....	110.2	110.0	114.7	62.34	61.50	60.30
Kitchener.....	107.8	108.0	113.5	64.67	64.09	63.27
Sudbury.....	142.7	141.8	139.1	84.52	87.50	82.10
London.....	116.2	115.6	119.5	65.93	65.00	63.69
Sarnia.....	134.3	132.7	137.3	91.50	88.86	84.22
Windsor.....	81.2	80.9	101.9	77.34	73.87	74.22
Sault Ste. Marie.....	128.3	126.2	132.0	86.04	85.23	83.55
Pt. William—Pt. Arthur.....	106.5	105.0	105.7	69.52	70.36	68.48
Winnipeg.....	102.5	101.9	103.4	63.02	62.75	60.16
Regina.....	114.2	112.8	111.6	62.79	63.18	60.96
Saskatoon.....	120.7	118.8	117.8	62.62	61.97	58.02
Edmonton.....	165.4	164.3	169.5	67.02	66.89	64.83
Calgary.....	150.9	149.1	153.7	67.65	68.08	64.81
Vancouver.....	110.7	110.5	118.0	73.42	73.48	71.36
Victoria.....	114.9	110.1	116.9	66.95	68.57	65.67

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957
Mining	125.4	126.8	123.4	87.25	88.26	82.67
Metal mining.....	137.9	138.4	130.2	89.46	90.20	85.88
Gold.....	73.9	74.4	76.4	73.65	74.02	72.02
Other metal.....	197.6	198.0	180.3	94.98	95.87	91.36
Fuels.....	107.5	111.8	110.5	86.67	88.92	80.41
Coal.....	57.2	59.3	61.8	68.63	70.84	60.07
Oil and natural gas.....	291.2	303.6	289.8	99.63	101.82	96.38
Non-metal.....	123.4	119.4	131.7	77.58	76.18	73.95
Manufacturing	108.3	108.2	115.4	72.82	72.08	69.87
Foods and beverages.....	100.6	99.3	99.7	66.00	64.83	62.22
Meat products.....	121.1	119.4	116.6	70.09	73.28	70.50
Canned and preserved fruits and vegetables.....	68.7	69.9	72.2	64.32	62.02	58.24
Grain mill products.....	103.4	100.7	101.6	69.62	69.12	65.27
Bread and other bakery products.....	106.9	106.4	106.9	62.03	61.27	58.99
Biscuits and crackers.....	86.8	88.9	89.6	54.46	53.09	51.14
Distilled and malt liquors.....	99.8	100.2	99.2	82.59	81.81	78.14
Tobacco and tobacco products.....	115.8	115.3	95.4	63.74	63.21	63.13
Rubber products.....	97.4	99.0	113.0	71.41	72.54	71.66
Leather products.....	85.3	88.0	90.7	49.36	49.58	48.77
Boots and shoes (except rubber).....	91.2	92.1	95.5	47.28	47.38	46.94
Textile products (except clothing).....	76.3	77.6	86.9	57.40	56.86	55.35
Cotton yarn and broad woven goods.....	74.4	77.4	86.8	52.49	50.85	51.05
Woollen goods.....	58.2	59.3	72.7	54.61	54.87	52.89
Synthetic textiles and silk.....	79.2	80.0	86.7	63.92	64.28	62.26
Clothing (textile and fur).....	91.0	91.3	97.4	46.96	46.34	45.87
Men's clothing.....	94.3	94.8	104.0	46.33	45.64	44.92
Women's clothing.....	97.8	98.0	99.2	48.84	48.47	47.54
Knit goods.....	75.7	76.1	83.7	45.56	45.77	44.82
Wood products.....	96.0	95.4	103.0	63.02	62.95	60.06
Saw and planing mills.....	94.4	93.9	101.4	65.49	65.79	61.93
Furniture.....	107.2	106.9	111.7	60.30	59.84	58.15
Other wood products.....	82.4	80.3	94.1	56.41	55.21	54.90
Paper products.....	117.8	117.6	121.6	84.64	83.95	82.44
Pulp and paper mills.....	117.7	117.8	122.9	90.93	90.24	88.89
Other paper products.....	117.9	117.1	118.3	69.09	68.30	66.07
Printing, publishing and allied industries.....	118.8	118.8	118.4	78.45	76.95	74.90
Iron and steel products.....	103.8	103.8	116.2	80.75	80.06	78.31
Agricultural implements.....	70.2	68.2	70.4	81.62	79.44	77.52
Fabricated and structural steel.....	153.6	154.4	173.3	82.26	81.39	80.53
Hardware and tools.....	90.7	91.0	100.1	73.91	72.71	71.81
Heating and cooking appliances.....	96.4	96.8	101.4	70.73	70.04	66.37
Iron castings.....	97.9	97.6	106.1	76.88	76.77	75.98
Machinery mfg.....	109.4	109.2	128.7	77.91	77.27	75.61
Primary iron and steel.....	107.9	109.3	126.4	91.45	90.91	88.62
Sheet metal products.....	98.5	97.6	110.8	78.21	77.55	74.66
Transportation equipment.....	130.0	129.0	147.4	81.15	79.42	76.99
Aircraft and parts.....	368.0	369.2	386.7	86.66	85.51	81.34
Motor vehicles.....	109.3	109.1	136.5	86.05	81.64	81.74
Motor vehicle parts and accessories.....	100.2	99.4	117.4	79.72	79.30	76.05
Railroad and rolling stock equipment.....	81.6	81.5	94.7	73.80	73.54	71.03
Shipbuilding and repairing.....	151.4	146.0	161.6	76.52	73.90	72.40
Non-ferrous metal products.....	125.4	127.0	128.6	84.00	84.05	78.64
Aluminum products.....	121.1	123.3	135.6	79.94	79.48	75.70
Brass and copper products.....	98.9	98.1	106.6	74.36	74.95	73.50
Smelting and refining.....	154.1	156.9	152.6	91.92	92.09	84.60
Electrical apparatus and supplies.....	137.2	138.6	162.6	77.95	77.69	75.07
Non-metallic mineral products.....	122.4	120.2	124.0	75.85	74.44	72.72
Clay products.....	91.6	87.3	96.2	72.33	69.00	69.22
Glass and glass products.....	130.8	128.1	123.5	72.30	72.18	68.84
Products of petroleum and coal.....	137.5	137.7	136.0	104.21	103.25	98.60
Chemical products.....	131.0	130.7	130.3	82.55	82.31	77.90
Medicinal and pharmaceutical preparations.....	119.2	119.1	115.1	73.70	73.55	69.73
Acids, alkalis and salts.....	149.8	150.6	142.5	93.58	92.45	87.18
Miscellaneous manufacturing industries.....	115.0	113.7	113.4	64.31	63.99	59.87
Construction	102.3	101.9	115.3	75.71	75.09	75.34
Building and general engineering.....	108.5	107.6	130.2	82.15	80.76	81.00
Building.....	110.3	109.8	136.9	80.22	79.47	80.56
Engineering work.....	101.1	98.2	102.9	90.94	86.76	83.38
Highways, bridges and streets.....	92.3	92.4	91.4	83.60	64.55	62.45
*Service	129.3	128.5	126.7	48.24	48.40	45.36
Hotels and restaurants.....	118.1	117.6	120.5	38.54	39.31	37.10
Laundries and dry cleaning plants.....	114.4	112.1	111.4	43.60	42.16	41.77
Other Service.....	180.6	180.6	166.9	70.43	70.53	67.25
Industrial composite	112.9	113.0	118.0	70.18	70.02	67.56

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Apr. 1, 1958	Mar. 1, 1958	Apr. 1, 1957	Apr. 1, 1958	Mar. 1, 1958	Apr. 1, 1957
Newfoundland.....	41.5	39.0	43.1	155.3	160.5	156.0
Nova Scotia.....	41.0	40.5	41.8	149.6	150.7	142.4
New Brunswick.....	40.9	41.9	41.7	145.9	146.0	140.4
Quebec.....	41.3	40.9	42.3	149.4	148.7	141.7
Ontario.....	40.1	39.6	40.7	174.2	173.7	168.0
Manitoba.....	40.5	40.4	40.7	153.9	152.7	147.9
Saskatchewan.....	39.7	39.2	40.2	177.1	177.0	164.1
Alberta ⁽¹⁾	40.0	39.8	40.3	175.9	175.0	164.4
British Columbia ⁽²⁾	38.2	38.0	38.8	202.2	201.2	189.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957	Apr. 1 1958	Mar. 1 1958	Apr. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.3	42.7	42.3	195.5	195.6	184.3	82.70	83.52	77.96
Metal mining.....	42.8	43.3	43.1	201.5	201.4	192.0	86.24	87.21	82.75
Gold.....	43.7	43.9	42.6	158.6	159.6	159.2	69.31	70.06	67.82
Other metal.....	42.5	43.0	43.3	217.7	217.3	205.7	92.52	93.44	89.07
Fuels.....	40.8	42.0	40.4	188.8	189.3	173.1	77.03	79.51	69.93
Coal.....	39.1	40.0	37.9	171.2	172.9	151.1	66.94	69.16	57.27
Oil and natural gas.....	43.6	45.1	44.8	215.1	212.6	205.8	93.78	95.88	92.20
Non-metal.....	42.3	41.5	42.2	176.1	175.7	168.0	74.49	72.92	70.90
Manufacturing.....	40.4	40.0	41.1	165.9	165.3	158.7	67.02	66.12	65.23
Food and beverages.....	41.0	40.0	40.8	146.5	146.3	138.7	60.07	58.52	56.59
Meat products.....	41.3	39.5	40.1	172.5	170.6	164.9	71.24	67.39	66.12
Canned and preserved fruits and vegetables.....	40.2	38.1	39.6	137.8	137.1	126.8	55.40	52.24	50.21
Grain mill products.....	41.9	41.1	41.2	155.1	156.2	146.1	64.99	64.20	60.19
Bread and other bakery products.....	42.4	42.1	42.6	131.9	131.5	125.0	55.93	55.36	53.25
Distilled and malt liquors.....	39.4	39.0	40.1	191.5	190.9	180.0	75.45	74.45	72.18
Tobacco and tobacco products.....	41.0	40.8	39.8	144.3	143.4	145.7	59.16	58.51	57.99
Rubber products.....	38.6	39.7	41.0	166.7	166.1	165.3	64.35	65.94	67.77
Leather products.....	40.0	40.6	41.4	113.6	113.0	109.2	45.44	45.88	45.21
Boots and shoes (except rubber).....	40.2	40.8	41.4	109.8	107.9	105.6	43.74	44.02	43.72
Textile products (except clothing).....	41.0	40.5	41.8	123.9	123.7	120.0	50.80	50.10	50.16
Cotton yarn and broad woven goods.....	38.6	37.4	38.9	122.3	121.8	120.4	47.21	45.55	46.84
Woolen goods.....	41.9	42.2	42.9	116.6	116.4	111.9	48.86	49.12	48.01
Synthetic textiles and silk.....	43.0	43.2	44.9	132.1	133.0	126.5	56.80	57.46	56.80
Clothing (textile and fur).....	38.7	38.1	39.5	108.6	108.0	104.6	42.03	41.15	41.32
Men's clothing.....	38.4	37.8	38.8	109.8	108.9	105.6	42.16	41.16	40.97
Women's clothing.....	38.0	37.5	38.6	114.3	114.1	110.9	43.43	42.79	42.81
Knit goods.....	39.8	40.1	40.8	103.0	103.2	100.1	40.99	41.38	40.84
*Wood products.....	40.9	41.0	41.6	146.8	145.9	138.2	60.04	59.82	57.49
Saw and planing mills.....	40.1	40.7	40.6	158.0	156.9	148.2	63.36	63.86	60.17
Furniture.....	41.8	41.7	43.0	133.7	133.1	126.7	55.89	55.50	54.48
Other wood products.....	42.3	41.5	43.2	122.2	120.9	118.9	51.69	50.17	51.36
Paper products.....	40.7	40.4	42.2	193.8	193.1	184.6	78.88	78.01	77.90
Pulp and paper mills.....	40.8	40.5	42.5	208.5	207.9	198.4	85.07	84.20	84.32
Other paper products.....	40.5	40.2	41.3	151.4	149.7	143.6	61.32	60.18	59.31
Printing, publishing and allied industries.....	39.7	39.3	40.1	198.1	195.7	189.9	78.65	76.91	75.79
*Iron and steel products.....	40.4	40.1	41.6	189.0	188.3	181.2	76.36	75.51	75.38
Agricultural implements.....	41.1	39.9	41.2	189.6	187.6	180.8	77.93	74.85	74.49
Fabricated and structural steel.....	40.7	40.5	41.8	185.5	184.4	179.3	75.50	74.68	74.95
Hardware and tools.....	41.0	40.2	41.7	166.1	165.4	161.9	68.10	66.49	67.51
Heating and cooking appliances.....	40.7	40.3	40.7	162.9	162.5	153.3	66.30	65.49	62.39
Iron castings.....	39.9	39.9	41.6	183.2	182.6	177.2	73.10	72.86	73.72
Machinery manufacturing.....	41.0	40.8	42.7	177.4	176.7	169.4	72.73	72.09	72.33
Primary iron and steel.....	39.6	39.5	41.1	220.3	219.5	209.1	87.24	86.70	85.94
Sheet metal products.....	40.1	39.7	41.0	183.1	182.4	173.0	73.42	72.41	70.93
*Transportation equipment.....	40.5	39.4	40.5	187.7	187.1	180.1	76.02	73.77	72.94
Aircraft and parts.....	41.0	40.2	41.3	192.7	191.8	182.2	79.01	77.10	75.25
Motor vehicles.....	39.6	38.6	39.7	200.0	199.8	193.1	79.20	73.13	76.66
Motor vehicle parts and accessories.....	39.8	39.6	40.0	188.1	187.4	180.5	74.86	74.21	72.20
Railroad and rolling stock equipment.....	40.1	39.8	39.7	180.1	180.3	175.2	72.22	71.76	69.55
Shipbuilding and repairing.....	41.6	40.2	41.9	181.4	180.4	171.1	75.46	72.52	71.69
*Non-ferrous metal products.....	40.1	40.3	40.9	194.0	193.8	178.8	77.79	78.10	73.13
Aluminum products.....	40.6	40.3	41.3	166.4	165.6	157.0	67.56	66.74	64.84
Brass and copper products.....	38.8	39.4	41.1	175.5	175.7	166.5	68.09	69.23	68.43
Smelting and refining.....	40.2	40.5	40.7	213.2	212.6	194.1	85.71	86.10	79.00
*Electrical apparatus and supplies.....	39.8	39.7	40.8	172.9	172.6	165.5	68.81	68.52	67.52
Heavy electrical machinery and equipment.....	39.7	39.8	41.1	191.1	191.4	183.1	75.87	76.18	75.25
Radios and radio parts.....	39.8	39.4	39.9	155.2	153.7	145.8	61.77	60.56	58.17
Batteries.....	39.5	38.7	40.4	165.4	163.7	163.5	65.33	63.35	66.05
Refrigerators, vacuum cleaners and appliances.....	40.3	40.0	40.7	173.3	172.3	168.0	69.84	68.92	68.38
Miscellaneous electrical products.....	39.3	39.4	40.7	163.1	163.0	152.7	64.10	64.22	62.15
Wire and cable.....	41.2	40.6	41.5	187.8	188.1	179.8	77.37	76.37	74.62
*Non-metallic mineral products.....	42.6	41.7	43.0	165.8	166.5	160.0	70.63	69.43	68.80
Clay products.....	41.8	40.7	42.6	155.8	154.9	151.5	65.12	63.04	64.54
Glass and glass products.....	41.9	42.5	42.5	159.9	160.7	153.5	67.00	68.30	65.24
Products of petroleum and coal.....	41.4	41.0	41.6	228.3	227.7	215.5	94.52	93.36	89.65
Chemical products.....	40.7	40.5	41.1	179.1	179.0	167.4	72.89	72.50	68.80
Medicinal and pharmaceutical preparations.....	41.0	40.7	40.7	141.3	140.6	131.4	57.93	57.22	53.48
Acids, alkalis and salts.....	41.3	41.0	41.6	206.5	205.2	190.4	85.28	84.13	79.21
Miscellaneous manufacturing industries.....	41.4	40.8	41.6	137.4	137.7	129.4	56.88	56.18	53.41
*Durable goods.....	40.5	40.1	41.2	179.3	178.8	171.2	72.62	71.70	70.53
Non-durable goods.....	40.3	39.9	41.0	152.2	151.6	144.9	61.34	60.49	59.41
Construction.....	41.2	40.6	42.1	178.8	178.9	178.4	73.67	72.63	75.11
Building and general engineering.....	41.3	40.2	42.4	192.7	193.9	189.0	79.59	77.95	80.14
Highways, bridges and streets.....	40.7	41.5	41.0	147.9	147.9	147.1	60.20	61.38	60.31
Electric and motor transportation.....	44.1	43.8	44.8	166.1	166.3	156.8	73.25	72.84	70.25
Service.....	39.7	39.6	40.1	99.6	99.4	93.5	39.54	39.36	37.49
Hotels and restaurants.....	39.4	40.1	40.3	95.8	96.1	93.2	37.75	38.54	37.56
Laundries and dry cleaning plants.....	40.5	39.0	40.4	94.9	93.8	88.9	38.43	36.58	35.92

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41 71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43 82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48 82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53 62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56 09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57 16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59 25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62 27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64 71	155.1	121.9	127.2
Week Preceding:						
April 1, 1957.....	41.1	158.7	65 23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64 96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65 08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65 37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64 96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64 76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65 32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65 65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66 38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66 82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65 56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66 12	158.5	124.3	127.5
April 1, 1958(1).....	40.4	165.9	67 02	160.7	125.2	128.4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
June	1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
June	1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
June	1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
June	1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
June	1, 1956.....	44,157	23,612	66,769	160,642	68,697	229,339
June	1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July	1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August	1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September	1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October	1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November	1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December	1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January	1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February	1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March	1, 1958.....	7,389	8,459	15,848	703,009	171,254	874,263
April	1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May	1, 1958 (1).....	17,323	13,174	30,497	592,509	165,419	757,928
June	1, 1958 (1).....	15,172	14,677	29,849	450,357	156,628	606,985

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 30, 1958⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				March 31, 1958	April 30, 1957
Agriculture, Fishing, Trapping.....	2,029	223	2,252	+ 1,391	— 416
Forestry.....	1,384	14	1,398	+ 1,171	— 2,821
Mining, Quarrying and Oil Wells.....	617	61	681	+ 26	— 1,315
Metal Mining.....	464	30	494	+ 50	— 397
Fuels.....	64	23	87	— 40	— 832
Non-Metal Mining.....	57	1	58	+ 23	— 9
Quarrying, Clay and Sand Pits.....	13	2	15	+ 1	+ 5
Prospecting.....	19	8	27	— 8	— 82
Manufacturing.....	2,793	1,844	4,637	+ 1,175	— 4,331
Foods and Beverages.....	311	303	614	+ 336	— 108
Tobacco and Tobacco Products.....	5	7	12	— 5	— 12
Rubber Products.....	24	10	34	+ 9	— 7
Leather Products.....	43	86	129	+ 19	— 134
Textile Products (except clothing).....	92	66	159	+ 17	— 198
Clothing (textile and fur).....	115	679	794	+ 48	— 616
Wood Products.....	416	48	464	+ 228	— 610
Paper Products.....	102	54	156	+ 45	— 164
Printing, Publishing and Allied Industries.....	126	99	225	+ 34	— 104
Iron and Steel Products.....	366	119	485	+ 68	— 485
Transportation Equipment.....	511	51	562	+ 110	— 641
Non-Ferrous Metal Products.....	125	53	178	+ 34	— 441
Electrical Apparatus and Supplies.....	167	64	231	+ 49	— 299
Non-Metallic Mineral Products.....	104	31	135	+ 55	— 58
Products of Petroleum and Coal.....	54	17	71	+ 38	— 86
Chemical Products.....	163	99	262	+ 73	— 265
Miscellaneous Manufacturing Industries.....	68	58	126	+ 17	— 103
Construction.....	3,191	88	3,279	+ 2,036	— 1,463
General Contractors.....	2,757	64	2,821	+ 1,936	— 1,127
Special Trade Contractors.....	434	24	458	+ 100	— 336
Transportation, Storage and Communication.....	1,334	346	1,680	+ 731	— 521
Transportation.....	1,143	155	1,298	+ 560	— 442
Storage.....	40	14	54	+ 18	— 72
Communication.....	151	177	328	+ 153	— 7
Public Utility Operation.....	270	31	301	+ 152	— 201
Trade.....	1,886	1,895	3,781	+ 643	— 1,887
Wholesale.....	608	370	978	+ 216	— 601
Retail.....	1,278	1,525	2,803	+ 427	— 1,286
Finance, Insurance and Real Estate.....	577	605	1,182	+ 155	— 479
Service.....	4,160	8,255	12,415	+ 4,432	— 4,152
Community or Public Service.....	702	1,494	2,196	+ 900	— 477
Government Service.....	2,259	516	2,775	+ 1,609	— 771
Recreation Service.....	71	130	201	+ 53	— 84
Business Service.....	498	335	833	+ 334	— 372
Personal Service.....	630	5,780	6,410	+ 1,536	— 2,448
GRAND TOTAL.....	18,241	13,365	31,606	+ 11,912	— 17,586

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT MAY 1, 1958⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,909	1,082	3,991	10,196	2,379	12,575
Clerical workers.....	1,027	2,812	3,839	20,761	49,066	69,827
Sales workers.....	1,256	905	2,161	8,208	19,533	27,741
Personal and domestic service workers...	1,187	6,666	7,853	45,506	28,348	73,854
Seamen.....	24	.....	24	3,248	13	3,261
Agriculture, fishing, forestry (Ex. log.)..	1,996	21	2,017	15,793	739	16,532
Skilled and semiskilled.....	5,955	1,121	7,076	290,150	31,535	321,685
Food and kindred products (incl. tobacco).....	49	14	63	2,222	951	3,173
Textiles, clothing, etc.....	83	798	881	5,464	19,475	24,939
Lumber and lumber products.....	1,317	5	1,322	51,903	262	52,165
Pulp, paper (incl. printing).....	47	6	53	1,727	717	2,444
Leather and leather products.....	36	42	78	1,783	1,678	3,461
Stone, clay and glass products.....	13	1	14	731	96	827
Metalworking.....	634	11	645	27,193	1,724	28,917
Electrical.....	86	10	96	5,176	1,841	7,017
Transportation equipment.....	17	.....	17	1,451	69	1,520
Mining.....	246	.....	246	4,039	.....	4,039
Construction.....	1,047	.....	1,047	74,274	5	74,279
Transportation (except seamen).....	775	19	794	55,440	211	55,651
Communications and public utility.....	24	.....	24	1,527	5	1,532
Trade and service.....	168	189	357	6,060	2,592	8,652
Other skilled and semiskilled.....	1,172	23	1,195	36,146	1,489	37,635
Foremen.....	124	3	127	6,369	398	6,767
Apprentices.....	117	.....	117	8,645	22	8,667
Unskilled workers.....	2,969	567	3,536	198,647	33,806	232,453
Food and tobacco.....	95	205	300	7,392	9,015	16,407
Lumber and lumber products.....	296	5	301	29,944	642	30,586
Metalworking.....	61	20	81	11,345	1,042	12,387
Construction.....	1,701	.....	1,701	99,587	6	99,593
Other unskilled workers.....	816	337	1,153	50,379	23,101	73,480
GRAND TOTAL.....	17,323	13,174	30,497	592,509	165,419	757,928

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 1, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Registrations		
	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957
Newfoundland	224	173	245	31,483	36,566	23,402
Corner Brook.....	5	.....	10	7,591	8,767	5,606
Grand Falls.....	17	2	16	3,062	3,336	2,886
St. John's.....	202	171	219	20,830	24,463	14,910
Prince Edward Island	215	62	205	5,219	6,339	3,773
Charlottetown.....	117	54	117	2,975	4,107	2,274
Summerside.....	98	8	88	2,244	2,832	1,499
Nova Scotia	697	752	1,534	36,495	42,664	22,024
Amherst.....	12	12	24	1,577	1,813	1,139
Bridgewater.....	13	13	21	2,370	2,984	1,204
Halifax.....	467	519	1,238	7,100	7,623	4,459
Inverness.....	.....	.....	.....	1,432	1,662	1,076
Kentville.....	42	33	52	4,308	4,800	2,559
Liverpool.....	4	5	11	1,143	1,409	552
New Glasgow.....	59	28	110	5,070	6,108	2,610
Springhill.....	.....	.....	.....	1,117	1,266	1,045
Sydney.....	32	75	20	6,034	7,065	3,625
Truro.....	9	10	37	2,339	2,756	1,671
Yarmouth.....	59	57	21	4,005	5,178	2,084
New Brunswick	770	658	1,197	41,451	46,168	30,152
Bathurst.....	13	12	14	6,335	7,727	4,897
Campbellton.....	33	35	37	3,500	3,795	3,206
Edmundston.....	6	16	21	3,410	3,919	2,923
Fredericton.....	119	153	182	2,824	3,063	1,794
Minto.....	9	.....	88	1,076	1,035	771
Moncton.....	383	281	612	9,539	11,419	5,759
Newcastle.....	1	3	7	4,166	4,673	3,625
Saint John.....	169	133	185	4,319	3,847	3,025
St. Stephen.....	10	9	11	2,773	2,637	1,711
Sussex.....	9	3	5	883	1,021	589
Woodstock.....	18	13	35	2,626	2,972	1,852
Quebec	5,967	4,482	12,232	245,782	281,476	164,612
Asbestos.....	10	12	19	1,331	1,412	729
Beauharnois.....	32	35	31	1,382	1,582	841
Buckingham.....	16	34	12	1,609	1,857	1,467
Causapscal.....	445	2	347	4,251	4,747	4,039
Chandler.....	3	7	1	2,657	3,142	2,232
Chicoutimi.....	81	47	1,324	2,782	3,188	2,104
Dolbeau.....	16	6	358	2,943	3,417	2,460
Drummondville.....	28	22	75	2,650	3,020	1,549
Farnham.....	103	20	35	1,312	1,529	904
Forestville.....	41	30	436	3,150	3,618	2,260
Gaspé.....	6	2	3	2,537	3,014	2,105
Granby.....	38	26	70	2,360	2,749	1,915
Hull.....	143	100	371	4,589	5,683	3,479
Joliette.....	110	77	142	5,128	5,757	3,496
Jonquière.....	45	29	302	3,126	3,602	2,070
Lachute.....	41	11	26	1,021	1,274	701
La Malbaie.....	9	8	.....	2,759	3,497	2,062
La Tuque.....	488	36	665	1,447	1,449	967
Lévis.....	135	81	205	5,149	6,378	4,513
Louiseville.....	48	38	64	2,035	2,387	1,548
Magog.....	2	1	5	1,195	1,338	729
Maniwaki.....	18	3	72	2,176	2,621	1,817
Matane.....	9	5	8	5,393	6,189	4,053
Mégantic.....	2	8	9	2,044	2,247	1,530
Mont-Laurier.....	2	6	12	1,907	2,249	1,784
Montmagny.....	30	19	33	3,298	3,761	2,767
Montreal.....	2,302	2,064	4,965	73,617	81,815	38,300
New Richmond.....	1	2	5	2,711	3,246	2,204
Port Alfred.....	1	289	18	1,438	2,388	1,218
Quebec.....	524	421	830	16,524	19,426	13,816
Rimouski.....	83	73	576	6,003	7,136	5,026
Rivière du Loup.....	45	11	261	7,701	8,553	4,626
Roberval.....	15	10	13	2,662	2,723	1,938
Rouyn.....	48	69	105	6,172	6,179	4,031
Ste. Agathe.....	27	21	24	1,613	1,931	1,210
Ste. Anne de Bellevue.....	59	44	103	1,236	1,673	665
Ste. Thérèse.....	59	37	96	2,160	2,718	1,464
St. Hyacinthe.....	48	33	42	2,633	3,494	1,823
St. Jean.....	61	63	101	2,487	2,590	1,238
St. Jérôme.....	37	20	48	2,211	2,543	1,406
Sept Îles.....	75	67	332	2,373	2,911	1,842
Shawinigan Falls.....	10	22	54	7,084	7,583	4,712
Sherbrooke.....	130	103	192	6,922	7,457	4,190
Sorel.....	62	72	111	2,500	3,215	1,453
Thetford Mines.....	106	54	78	2,394	2,759	2,074

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 1, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957	(1) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957
Quebec—Con.						
Trois-Rivières.....	161	126	301	6,740	8,285	3,898
Val d'Or.....	12		24	4,317	4,267	2,727
Valleyfield.....	13	11	58	2,786	3,710	1,581
Victoriaville.....	41	24	56	3,199	3,874	2,243
Ville d'Alma.....	112	84	144	2,720	3,319	2,627
Ville St. Georges.....	34	17	70	5,348	5,974	4,179
Ontario	10,988	7,512	13,934	218,711	254,180	129,116
Arnprior.....	145	13	49	503	681	251
Barrie.....	56	31	109	1,261	1,634	953
Belleville.....	24	23	37	2,527	3,025	1,394
Brazebridge.....	197	60	228	1,370	1,974	995
Brampton.....	35	22	33	1,213	1,529	575
Brantford.....	78	57	93	3,402	3,565	2,145
Brockville.....	20	29	19	575	690	275
Carleton Place.....	15	6	3	371	478	174
Chatham.....	53	104	105	2,847	3,461	2,248
Cobourg.....	13	2	8	874	1,148	629
Collingwood.....	8	7		766	966	438
Cornwall.....	116	100	336	4,554	5,064	2,672
Fort Erie.....	28	18	51	742	1,048	272
Fort Frances.....	57	28	35	838	1,037	434
Fort William.....	527	515	561	2,961	3,727	1,384
Galt.....	55	47	227	2,054	2,291	767
Gananoque.....	8	3	9	417	510	158
Goderich.....	30	26	40	572	1,000	394
Guelph.....	29	38	136	2,145	2,635	1,154
Hamilton.....	554	502	1,040	17,498	18,841	9,113
Hawkesbury.....	31	23	26	1,292	1,569	948
Ingersoll.....	49	27	63	878	1,028	624
Kapuskasing.....	25	5	63	2,084	1,904	1,372
Kenora.....	62	81	151	1,104	1,310	501
Kingston.....	123	98	160	2,103	2,450	1,387
Kirkland Lake.....	64	52	133	1,930	2,086	1,040
Kitchener.....	87	103	99	3,606	4,478	1,983
Leamington.....	23	42	66	1,363	1,332	994
Lindsay.....	18	13	39	818	1,048	458
Listowel.....	54	50	35	518	694	301
London.....	505	438	635	5,196	6,288	4,050
Long Branch.....	155	94	159	4,095	4,719	2,095
Midland.....	20	11	38	868	1,623	542
Napanee.....	5	4	11	905	1,058	510
Newmarket.....	53	36	44	1,258	1,701	826
Niagara Falls.....	22	26	116	2,961	3,413	1,347
North Bay.....	284	20	38	2,811	3,173	1,372
Oakville.....	90	59	106	829	1,078	389
Orillia.....	25	17	38	1,277	1,537	573
Oshawa.....	177	101	134	4,488	5,052	2,871
Ottawa.....	1,222	818	1,804	6,926	8,001	4,134
Owen Sound.....	14	17	59	2,292	3,400	1,245
Parry Sound.....	1	10	2	373	570	249
Pembroke.....	220	103	237	2,719	3,088	1,718
Perth.....	27	26	48	851	928	441
Peterborough.....	218	171	89	4,259	4,923	2,622
Pictou.....	13	9	17	490	754	268
Port Arthur.....	642	292	400	5,865	7,014	3,311
Port Colborne.....	8	13	23	1,298	1,428	498
Prescott.....	32	30	41	1,145	1,480	522
Renfrew.....	6	15	17	1,013	1,192	442
St. Catharines.....	112	104	123	5,102	5,943	2,644
St. Thomas.....	32	35	110	1,413	1,515	950
Sarnia.....	67	43	91	2,506	3,177	1,985
Sault Ste. Marie.....	279	212	649	3,299	3,804	1,383
Simcoe.....	40	46	40	1,510	1,778	967
Sioux Lookout.....	8	8	19	311	350	253
Smiths Falls.....	20	13	17	532	627	263
Stratford.....	21	15	46	1,214	1,412	689
Sturgeon Falls.....			8	1,531	1,624	1,018
Sudbury.....	326	309	509	6,864	7,627	3,197
Timmins.....	242	144	119	3,211	3,630	2,093
Toronto.....	2,242	1,824	3,598	52,245	60,802	34,430
Trenton.....	41	39	67	947	1,117	642
Walkerton.....	56	50	40	639	1,024	370
Wallaceburg.....	4	4	5	716	869	677
Welland.....	29	27	90	3,035	3,727	1,169
Weston.....	140	94	182	2,727	3,488	1,734
Windsor.....	84	84	185	14,501	14,547	7,649
Woodstock.....	22	26	26	1,303	1,496	945

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 1, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(¹) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957	(¹) May 1, 1958	Previous Month April 3, 1958	Previous Year May 2, 1957
Manitoba	1,605	1,639	3,788	29,617	35,273	18,990
Brandon.....	278	210	670	2,551	3,451	1,726
Dauphin.....	26	19	61	1,910	2,348	997
Flin Flon.....	42	18	119	340	366	157
Portage la Prairie.....	39	61	205	1,453	1,882	887
The Pas.....	37	27	59	423	398	116
Winnipeg.....	1,383	1,304	2,674	22,940	26,828	15,107
Saskatchewan	2,092	1,265	3,868	20,156	26,047	12,078
Estevan.....	131	62	199	673	879	506
Moose Jaw.....	287	180	446	1,395	1,956	878
North Battleford.....	53	53	90	1,941	2,397	844
Prince Albert.....	98	89	164	2,947	3,183	2,078
Regina.....	822	378	1,856	4,487	5,990	2,625
Saskatoon.....	405	303	508	4,034	5,578	2,340
Swift Current.....	94	69	214	818	1,376	501
Weyburn.....	82	55	93	481	734	243
Yorkton.....	120	76	238	3,380	3,954	2,063
Alberta	5,634	2,361	5,953	49,103	43,123	23,127
Blairmore.....	5	3	5	979	956	492
Calgary.....	955	851	2,821	9,361	11,193	6,588
Drumheller.....	19	10	9	928	1,080	493
Edmonton.....	2,691	1,017	1,606	21,725	21,421	10,558
Edson.....	23	47	61	997	834	561
Lethbridge.....	1,232	220	1,099	2,756	3,665	2,070
Medicine Hat.....	629	164	283	1,162	1,832	933
Red Deer.....	80	49	129	2,195	2,142	1,442
British Columbia	3,005	1,798	3,273	89,911	96,112	47,038
Chilliwack.....	80	62	140	2,245	2,689	1,134
Courtenay.....	11	7	33	1,399	1,774	567
Cranbrook.....	11	9	25	1,772	2,044	950
Dawson Creek.....	38	37	46	2,316	1,943	804
Duncan.....	18	16	44	1,202	1,357	310
Kamloops.....	37	36	46	3,135	3,333	1,578
Kelowna.....	15	9	20	1,616	2,106	1,150
Kitimat.....	18	18	255	712	833	700
Mission City.....	2	7	31	1,410	1,711	761
Nanaimo.....	22	25	26	2,034	2,333	934
Nelson.....	23	21	24	1,636	1,953	944
New Westminster.....	204	171	339	9,671	10,733	5,200
Penticton.....	17	15	35	1,915	2,315	895
Port Alberni.....	.....	17	38	1,908	1,616	562
Prince George.....	52	85	131	4,801	3,947	3,490
Prince Rupert.....	42	43	87	2,384	2,666	976
Princeton.....	6	4	8	586	753	305
Trail.....	23	23	4	1,476	1,702	836
Vancouver.....	1,971	796	1,468	39,226	41,224	20,434
Vernon.....	23	20	23	2,353	2,976	1,555
Victoria.....	218	184	339	5,153	5,397	2,679
Whitehorse.....	174	193	111	671	677	374
Canada	30,497	20,622	47,199	757,928	868,488	474,312
Males.....	17,323	9,730	28,999	592,509	697,400	378,062
Females.....	13,174	10,892	18,200	165,419	171,088	96,250

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (4 months).....	236,106	154,496	81,610	15,817	59,010	89,055	47,759	24,465
1958 (4 months).....	210,553	135,039	75,514	15,013	53,748	77,627	44,862	19,303

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, APRIL, 1958

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	36.9	7,263	155,088	3,354,711
Prince Edward Island.....	6.1	1,064	25,599	498,401
Nova Scotia.....	39.7	9,102	166,857	3,279,256
New Brunswick.....	40.5	11,103	170,188	3,558,991
Quebec.....	246.6	75,007	1,035,683	22,369,665
Ontario.....	208.1	59,933	873,917	19,131,010
Manitoba.....	29.9	7,475	125,759	2,623,027
Saskatchewan.....	21.3	5,171	89,436	1,920,433
Alberta.....	35.3	11,307	148,434	3,271,315
British Columbia.....	70.8	20,321	297,151	6,672,568
Total, Canada, April 1958.....	735.2	207,746	3,088,112	66,679,377
Total, Canada, March 1958.....	802.2	224,085	3,369,253	72,382,046
Total, Canada, April 1957.....	477.9	155,323	1,911,596	40,392,557

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, APRIL 30, 1958

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the register (weeks)							Percentage Postal	April 30,* 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
CANADA.....	722,252	103,021	49,965	96,541	89,819	101,335	113,048	168,523	42.4	373,609
Male.....	570,818	78,868	40,307	77,184	71,004	79,291	94,726	129,448	46.6	300,990
Female.....	151,434	24,153	9,658	19,357	18,815	22,044	18,322	39,075	26.6	72,619
Newfoundland.....	30,957	3,336	1,167	2,493	3,495	6,183	7,898	6,385	81.5	16,671
Male.....	29,488	3,159	1,111	2,319	3,312	5,947	7,691	5,949	83.3	16,123
Female.....	1,469	177	56	174	183	236	207	436	47.0	548
Prince Edward Island....	4,613	259	164	325	427	777	1,453	1,208	75.7	2,333
Male.....	3,882	180	136	277	350	641	1,318	980	78.8	2,033
Female.....	731	79	28	48	77	136	135	228	59.2	300
Nova Scotia.....	37,936	4,433	1,913	4,659	4,484	7,350	6,603	8,485	56.4	19,429
Male.....	33,086	3,833	1,677	3,985	3,782	6,474	6,051	7,284	58.1	17,208
Female.....	4,850	600	236	674	702	885	552	1,201	44.7	2,221
New Brunswick.....	40,138	4,793	2,334	4,856	4,427	5,474	7,856	10,398	68.1	22,782
Male.....	35,126	4,308	2,118	4,377	3,846	4,696	7,106	8,675	70.5	20,405
Female.....	5,012	485	216	479	581	778	750	1,723	51.2	2,377
Quebec.....	239,383	31,859	16,963	35,551	33,991	31,673	37,757	51,589	45.5	132,867
Male.....	193,830	23,744	13,731	29,474	28,960	26,073	32,070	39,784	50.1	110,774
Female.....	45,547	8,115	3,232	6,077	5,031	5,600	5,687	11,805	25.7	22,093
Ontario.....	204,527	34,385	14,509	27,153	24,645	26,880	26,878	50,077	27.4	101,650
Male.....	145,408	24,331	10,670	19,315	17,162	18,637	20,241	35,052	29.1	72,823
Female.....	59,119	10,054	3,839	7,838	7,483	8,243	6,637	15,025	23.5	28,827
Manitoba.....	28,256	3,508	1,685	3,078	3,244	4,794	4,947	7,000	36.6	14,242
Male.....	20,922	2,380	1,248	2,317	2,205	3,285	4,013	5,474	43.8	10,366
Female.....	7,334	1,128	437	761	1,039	1,509	934	1,526	16.1	3,876
Saskatchewan.....	18,566	1,950	1,147	1,718	1,946	3,001	3,593	5,211	59.9	9,517
Male.....	14,842	1,513	981	1,335	1,477	2,270	3,062	4,204	65.9	7,757
Female.....	3,724	437	166	383	469	731	531	1,007	35.7	1,760
Alberta.....	38,497	7,340	3,805	4,963	4,525	5,301	4,678	7,885	42.7	19,697
Male.....	32,138	6,206	3,384	4,085	3,636	4,241	4,089	6,497	45.9	17,206
Female.....	6,359	1,134	421	878	889	1,060	589	1,388	26.6	2,491
British Columbia.....	79,379	11,158	6,278	11,745	8,635	9,893	11,385	20,285	32.8	34,421
Male.....	62,090	9,204	5,251	9,700	6,274	7,027	9,085	15,549	34.5	26,295
Female.....	17,289	1,954	1,027	2,045	2,361	2,866	2,300	4,736	26.4	8,126

* No seasonal benefit claimants are included, the period having expired on April 20, 1957.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
APRIL, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,095	5,055	1,040	6,741	5,976	765	2,029
Prince Edward Island.....	997	839	158	1,110	1,032	78	144
Nova Scotia.....	9,231	6,762	2,469	9,384	8,465	919	2,214
New Brunswick.....	11,577	8,590	2,987	11,997	11,031	966	2,255
Quebec.....	71,228	50,227	21,001	80,958	73,514	7,444	15,513
Ontario.....	67,503	43,208	24,295	71,624	63,331	8,293	14,292
Manitoba.....	7,747	5,787	1,960	8,258	7,187	1,071	1,620
Saskatchewan.....	5,266	4,209	1,057	5,719	5,039	680	1,031
Alberta.....	14,047	10,216	3,831	15,186	13,190	1,996	3,570
British Columbia.....	23,809	15,219	8,590	26,398	22,687	3,711	6,154
Total, Canada, April, 1958.....	217,500	150,112	67,388	237,375	211,452	25,923	48,822
Total, Canada, March, 1958.....	253,338	179,667	73,671	250,271	224,471	25,800	68,558
Total, Canada, April, 1957.....	163,519	117,044	46,475	181,560	154,308	27,252	42,374

* In addition, revised claims received numbered 33,233.

† In addition, 33,290 revised claims were disposed of. Of these, 3,211 were special requests not granted and 1,878 were appeals by claimants. There were 4,965 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1957—April.....	3,963,000	3,404,200	558,800
May*.....	3,807,320	3,515,010	292,310
June†.....	3,902,000	3,651,700	250,300
July†.....	3,965,000	3,760,500	204,500
August†.....	3,998,000	3,792,200	205,800
September†.....	3,996,000	3,787,300	208,700
October†.....	3,989,000	3,762,500	226,500
November†.....	3,980,000	3,712,000	268,000
December†.....	4,037,000	3,633,700	403,300
1958—January†.....	4,236,000	3,491,800	744,200
February†.....	4,208,000	3,373,500	834,500
March†.....	4,216,000	3,346,700	869,300
April.....	4,199,600	3,340,000	859,600

* Count of insured persons at May 1, 1957.

† Revised on the basis of the count of insured persons at May 1, 1957.

F—Prices

TABLE F-1. TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF MAY 1953**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	May 1957	April 1958	May 1958					
(1) St. John's, Nfld.....	109.3	111.9	112.3	111.6	111.3	103.2	108.2	121.9
Halifax.....	119.1	123.5	122.7	115.9	131.4	115.4	124.0	131.4
Saint John.....	121.9	125.4	125.3	119.2	134.7	117.1	121.3	137.0
Montreal.....	120.7	125.6	125.2	126.7	141.2	107.5	118.1	128.8
Ottawa.....	122.8	125.7	125.5	121.6	144.3	111.8	119.4	131.4
Toronto.....	125.0	128.9	128.8	122.5	153.3	113.4	121.7	134.1
Winnipeg.....	119.2	123.3	123.3	121.8	129.8	115.6	117.3	129.6
Saskatoon—Regina.....	117.9	121.7	121.9	120.8	120.3	119.1	122.6	125.2
Edmonton—Calgary.....	118.1	121.3	121.7	119.2	123.9	116.2	120.4	128.1
Vancouver.....	122.0	125.8	125.7	123.0	136.2	114.4	126.7	130.1

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-MAY 1957-1958 (a)

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In all Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
Cumulative Totals.....	110		41,191		559,695	0.12
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
Cumulative Totals.....	118		40,068		369,760	0.08

(a) The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS MAY 1958, INVOLVING 100 OR MORE WORKERS
(Preliminary. Subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-Days May Accumulated				
In Progress Prior to May 1958							
MINING— Canadian Gypsum Co., Ltd., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers' Union, No. 294.	300(b)	7,500	53,550	Oct. 31 1957	Wages, hours, union security and fringe benefits.	
MANUFACTURING— <i>Clothing</i> — Hyde Park Clothes Ltd., Montreal, Que.	Amalgamated Clothing Workers, AFL-CIO/CLC	278	5,835	13,405	Mar. 17	Recognition; certification proceedings forestalled by court action.	
Wood— Hay and Co., Ltd., Woodstock, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 636, AFL-CIO/CLC.	262	5,500	8,380	Apr. 16	Wages.	
CONSTRUCTION— National Association of Master Plumbers and Heating Contractors, Vancouver, B.C.	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of U.S. and Canada, No. 170, AFL-CIO/CLC.	1,000(c)	21,000	21,500	Apr. 30	Wages.	
Commencing in May 1958							
Fishing— Fisheries Association of B.C., Vancouver, B.C.	United Fishermen and Allied Workers' Union No. 44, IND.	175	5,425	5,425	May 1	Herring prices.	
MINING— <i>Coal</i> — Dominion Coal Co., Ltd., No. 18 Colliery, New Waterford, N.S. Coleman Collieries, Coleman, Alta.	United Mine Workers of America, District 26, IND.	437	1,305	1,305	May 5 May 7 May 9	Disciplinary action.	Dispute referred to committee.
	United Mine Workers of America, District 18, No. 2633, IND.	150	225	225	May 14 May 15	Alleged violation of agreement.	Negotiations.

MANUFACTURING— <i>Textile</i> — Stauffer-Dobbie Mfg. Co., Ltd., Galt, Ont.	Textile Workers Union of America, No. 1441, AFL- CIO/CLC.	290	1,450	1,450	May 26	.....	New agreement.	.....
	United Glass and Ceramic Workers of North America, No. 203, AFL-CIO/CLC.	882	5,185	5,185	May 23	.....	Wages and fringe benefits.	.....
	Members of 5 Building Trades Unions.	150	5,575	5,575	May 5	.....	Wages and union recognition.	.....
CONSTRUCTION— Pentagon Construction, Buckingham, Que.	International Union of Operat- ing Engineers, No. 870, AFL-CIO	172	515	515	May 5	May 8	Wages.	Approximately 10 cents an hour increase for all classes involved.
	United Brotherhood of Car- penters and Joiners of America, AFL-CIO/CLC.	150	825	825	May 23	.....	Wages and fringe benefits.	.....
	International Brotherhood of Electrical Workers, No. 213, AFL-CIO/CLC.	377	25	25	May 30	.....	Wages.	.....
TRANSPORTATION— <i>Railway</i> — Canadian Pacific Railways, Across Canada.	Brotherhood of Locomotive Firemen and Enginemen.	2,500(e)	(f)	(f)	May 11	May 13	Decision to eliminate firemen from diesel freight and yard service in accordance with the Kellock report (g).	Removal of firemen made subject to the mainte- nance of existing sen- iority lists.
	Seafarers' International Union of North America AFL- CIO/CLC.	350(d)	3,850	3,850	May 16	.....	Wages, overtime and fringe benefits.	.....
SERVICE— Corporation of The District of North Vancouver, North Vancouver, B.C.	North Vancouver Civic Em- ployees Association No. 389, CLC.	212	955	955	May 8	May 15	Wages.	Return of workers, fur- ther negotiations.

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(b) 43 indirectly affected; (c) 10 indirectly affected; (d) 1,075 indirectly affected.

(e) Estimate.

(f) Not available.

(g) See Labour Gazette, March 31, 1958.

H.—Industrial Fatalities

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1958 BY GROUPS OF INDUSTRIES AND CAUSES

Note:—The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by.....	4	18		13	8	16	1	6			2		68
(a) Tools, machinery, cranes, etc.....	1	1		3	1	5					1		11
(b) Moving vehicles.....	1	1		3	2	4	1	5			1		17
(c) Other objects.....	3	16		8	5	7		1					40
Caught In, On or Between Machinery, Vehicles, etc.....		1		2	5	2		2			2		14
Collisions, Deraillments, Wrecks, etc.....	5	5	3	4	4	3	1	7			5		39
Falls and Slips.....		3	1	6	7	7		2	3				29
(a) Falls on same level.....					2			1					3
(b) Falls to different levels.....		3	1	6	5	7		1	3				26
Conflagrations, Temperature Extremes and Explosions.....				3	4	5		1			9		22
Inhalation, Absorptions, Asphyxiation, etc.....				6	6				2	1			15
Electric Current.....					1	3	1	1					6
Over-exertion and Industrial Diseases.....						1		1			3		6
Miscellaneous Accidents.....					1	11			1		1		14
Total, First Quarter—1958.....	9	27	4	34	36	48	3	20	8	1	22		212
Total, First Quarter—1957.....	14	33	10	43	55	64	7	56	24	1	19		326

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1958

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				1		6	1		1			9
Logging.....			3	3	4	4	1	1	2			27
Fishing and Trapping.....			1							3		4
Mining and Quarrying.....	2		7		1	11		3	5	5		34
Manufacturing.....			1	1	2	12	2	3	8	7		36
Construction.....			1	2	19	14	2		2	8		48
Public Utilities.....						1	1		1			3
Transportation, Storage and Communications.....	1			1	4	6	1	2	2	3		20
Trade.....				1	1	5			1			8
Finance.....					1							1
Service.....			1		1	16	1		1	2		22
Unclassified.....												
Total.....	3		14	9	33	75	9	9	23	37		212*

* Of this total 156 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 56 were obtained from other non-official sources.

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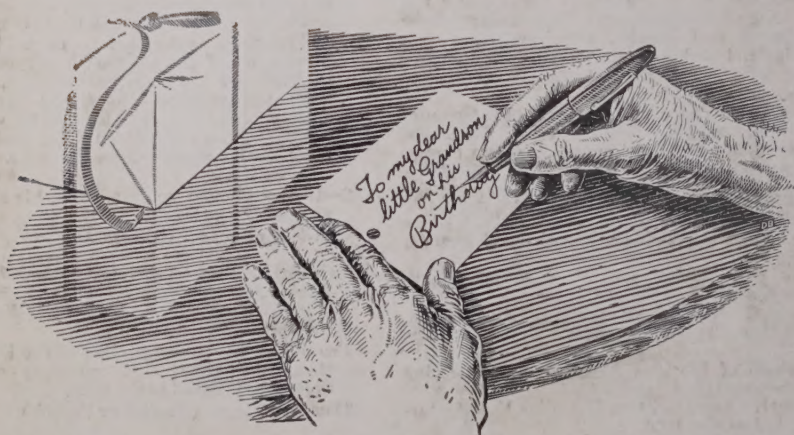
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